



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
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OTSG/MEDCOM Policy Memo 22-038

MCCG

9 DEC 2022

Expires 9 December 2024

MEMORANDUM FOR

Commanders, MEDCOM Major Subordinate Commands
Deputy Chiefs of Staff, OTSG/MEDCOM OneStaff
Directors, OTSG/MEDCOM OneStaff

SUBJECT: Commanding General's Anti-Harassment Policy

1. References:

a. Title 29, Code of Federal Regulations, Part 1614 (Federal Sector Equal Employment Opportunity), 9 Nov 99.

b. The Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002, (No FEAR Act), 1 Oct 03.

c. Equal Employment Opportunity Commission Management Directive 715, Equal Employment Opportunity, 1 Oct 03.

d. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 Feb 04.

e. AR 690-12, Equal Employment Opportunity and Diversity, 12 Dec 19.

f. AR 350-1, Army Training and Leader Development, 10 Dec 17.

g. AR 600-20, Army Command Policy, 24 Jul 20.

2. Purpose: To describe the Commanding General's Anti-Harassment Policy.

3. Proponent: The proponent for this policy is the Office of Equal Employment Opportunity (EEO) Programs.

4. Policy:

a. Army Medicine's mission is to provide sustained health services in support of the Total Force to enable readiness and conserve the fighting strength while caring for our Soldiers for Life, Department of the Army (DA) Civilians and Families. Our mission can be

****This policy memo supersedes OTSG/MEDCOM Policy Memo 20-071, 19 November 2020, subject: Commanding General's Anti-Harassment Policy.**

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accomplished only with the support of every member of our organization working to their fullest potential in a professional environment free from any unlawful discrimination or harassment. I want to emphasize the importance of maintaining a work environment free of any and all workplace harassment.

b. Workplace harassment is defined as unwelcome conduct based on an individual's protected group when submission to such conduct is made either explicitly or implicitly as a term or condition of employment. We are committed to the principles of equal employment opportunity and must ensure that workplace policies, practices, and behaviors are fair, professional, and non-discriminatory. Workplace harassment is inconsistent with good order and discipline and has a negative impact on the mission and morale. I charge all commanders, leaders, managers, and supervisors at every level to maintain an environment free of any form of harassment. Harassing conduct tears at the very fiber of our Army Values; therefore, I expect all Army Medicine personnel to act professionally, comply with this policy, and refrain from any harassing conduct.

5. Responsibilities:

a. Leaders at all levels must be vigilant in identifying inappropriate harassing behavior and work aggressively to eradicate it before it becomes severe or pervasive and violates law. This includes both sexual and non-sexual harassment. We must ensure that workplace policies, practices, and behaviors are fair, professional, and non-discriminatory. Leaders must understand their role and responsibilities and act on all harassment complaints in accordance with AR 690-12, Equal Employment Opportunity and Diversity, Appendix D.

b. Any U.S. Army Medical Command (MEDCOM) employee who believes that he or she has been the victim of harassment is encouraged to report it. Immediate reporting can help to bring about timely resolution to problem situations and assist management in taking appropriate corrective action. Contact should be made with the appropriate chain of command and/or servicing EEO (civilian), legal or personnel offices for prompt, thorough and impartial investigation. Army personnel who receive EEO inquiries from contract personnel should refer them to the servicing EEO office for information and guidance.

c. Persons who make a claim of harassment, witnesses or others who provide information related to the claim will be protected against retaliation. Like harassment, reprisal, or retaliation against anyone for coming forward with a report of harassing conduct or taking actions to stop or prevent harassment is contrary to good order and discipline and has a negative impact on mission and morale. We must also protect confidentiality to the fullest extent possible.

6. Procedures: Commanders, managers, and supervisors must take all complaints of harassment or unlawful discrimination seriously. The advisors listed at 5.b. are available to assist management officials in reporting and investigating complaints of harassment to ensure that all parties are contacted, the situation is documented, and appropriate corrective action is taken when a substantiated claim of harassment has occurred.

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7. Training: Every civilian employee and their supervisor (military or civilian) in MEDCOM is required to complete their annual EEO, Anti-Harassment, No FEAR Act Training each fiscal year. The training for supervisors and non-supervisory personnel is available on-line to familiarize you with your responsibilities and the complaint forums available to all personnel. The Department of Army Implementing Procedures for Anti-Harassment Policy, AR 690-12 Appendix D, is also available through your servicing EEO office to further assist management and employees in addressing issues of harassment.

8. Post this policy on all official bulletin boards and websites.

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RAYMOND S. DINGLE
Lieutenant General, USA
The Surgeon General and
Commanding General, USAMEDCOM