



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, U.S. ARMY MEDICAL DEPARTMENT CENTER AND SCHOOL**  
**AND FORT SAM HOUSTON**  
**2250 STANLEY ROAD**  
**FORT SAM HOUSTON, TX 78234-6100**

MCCS-BEO

18 JUL 2003

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Commander's Policy Statement on Sexual Harassment**

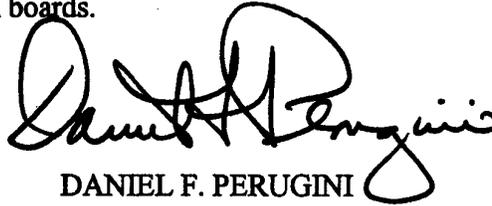
1. I am firmly committed to the Army's policy against sexual harassment and I reaffirm the Army's position that sexual harassment will not be tolerated.
2. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when-
  - a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or
  - b. Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or
  - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.
3. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
4. I strongly encourage any individual who feels that they have been the victim of sexual harassment to process their complaint through the unit chain of command. However, if an individual feels uncomfortable in filing a complaint with his/her unit chain of command, or if the complaint is against a member of that chain of command, complaints of sexual harassment may be filed with someone in a higher echelon of the complainant's chain of command, an Equal Opportunity Advisor, the Inspector General, the Chaplain, the Provost Marshal, medical agency personnel, the Staff Judge Advocate, or the Chief, Community Housing Referral and Relocation Services Office.
5. Individuals who file complaints of sexual harassment will be protected from acts or threats of reprisal.

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6. Each separate unit, agency, and activity down to company, troop or battery level on this installation will publish a sexual harassment command policy statement.

7. This policy will be posted on all bulletin boards.

A handwritten signature in black ink, appearing to read "Daniel F. Perugini". The signature is stylized with large, overlapping loops and a long, sweeping tail that extends downwards and to the right.

DANIEL F. PERUGINI  
Brigadier General, MC  
Commanding

DISTRIBUTION:

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