



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY MEDICAL DEPARTMENT CENTER AND SCHOOL  
AND FORT SAM HOUSTON  
FORT SAM HOUSTON, TEXAS 78234-5014

02 JUL 2003

MCCS-BEO (600-20)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy on Conduct

1. This policy establishes minimum standards of conduct among students, military staff, and civilian employees at the U.S. Army Medical Department Center and School (AMEDDC&S) and Fort Sam Houston. Its objective is to ensure the highest standards of health and safety for all.
2. No student, military staff member, or civilian employee will be allowed to harass any other person by exhibiting behavior including, but not limited to, the following:
  - a. **Verbal harassment:** Threats towards persons or property, using vulgar or profane language towards others, disparaging or derogatory comments, sexual flirtations or propositions, intimidation, exaggerated criticism, or name calling.
  - b. **Physical harassment:** Any physical assault such as hitting, pushing, kicking, holding, impeding, or blocking the movement of another person or intimidating physical "posturing".
  - c. **Visual harassment:** Any posters, cartoons, publications, drawings, or E-mail messages which are obscene, likely to provoke a breach of the peace or, if communicated orally, would constitute verbal harassment.
3. The following items are not permitted on Fort Sam Houston, including parking areas: firearms, ammunition, switchblade knives, or knives with a blade longer than 3 inches; dangerous chemicals, explosives, and any objects carried for the purpose of injuring or intimidating.
4. Violations of this policy could lead to:
  - a. Administrative, nonjudicial, or judicial punishment for military personnel.
  - b. Administrative actions or dismissal through the Civilian Personnel Advisory Center and/or referral to the Federal court system for civilian employees.

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c. Referral to the Federal court system or bar from the post if civilian visitors are escorted from the premises by the military police.

A handwritten signature in black ink, appearing to read "Daniel F. Perugini". The signature is fluid and cursive, with a large initial "D" and "P".

DANIEL F. PERUGINI  
Brigadier General, MC  
Commanding

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