



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**WESTERN REGIONAL MEDICAL COMMAND**  
**AND MADIGAN ARMY MEDICAL CENTER**  
**TACOMA, WASHINGTON 98431**

AFZH-EEO

11 April 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy # 3: Prevention of Sexual Harassment for Military and Civilian Personnel

1. All military and civilian members of Madigan Army Medical Center (MAMC) are expected to adhere to the highest standards of honesty, integrity, health and safety while conducting business or performing their duties at MAMC. Sexual harassment is a serious violation of these standards and is an unwelcome form of gender discrimination that adversely affects the accomplishment of our mission.
2. The Department of Defense defines sexual harassment as: (1) influencing, offering to influence; or threatening the career, pay, or job of another person, in exchange for sexual favors; or (2) deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work environment.
3. Sexual harassment in any form is unacceptable. All members, whether military or civilian, must be allowed to work in an environment free from unsolicited and unwelcome sexual overtones. If you believe you are being sexually harassed, you should confront the person responsible for the offensive behavior and make it clear to him/her that the behavior is offensive and report the unacceptable conduct/behavior to your chain of command, the Civilian Equal Employment Opportunity Office (for civilian personnel) at 967-9078, or the MAMC Equal Opportunity Advisor (for military personnel) at 968-4072.
4. Elimination of sexual harassment is the responsibility of all members of this command. Sexual harassment destroys team cohesion that ultimately hinders our ability to provide top-quality patient care. Working together as a team will ensure a professional environment for both military and civilian members.

MICHAEL A. DUNN  
Brigadier General, USA  
Commanding

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