



UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

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January 26, 2010

MEMORANDUM FOR ALL FACULTY AND STAFF

SUBJECT: President's Statement on Prevention of Sexual Harassment

It is the policy of the United States government and the Uniformed Services University of the Health Sciences (USUHS) that sexual harassment will not be tolerated. Sexual harassment is a form of discrimination involving unwelcome, or repeated sexual advances, or requests for sexual favors and other verbal or physical conduct of a sexual nature. Its presence would degrade the effectiveness of working relationships throughout the University community.

I expect all managers, faculty, students, and staff (both military and civilian) to understand the nature of sexual harassment and, if necessary, to take immediate and effective action to eliminate it.

Sexual behavior becomes sexual harassment when: advances, favors, or other conduct of a sexual nature are made a term or condition of a person's job, pay, or career, whether explicit or implicit; the conduct is used as a basis for career and employment decisions affecting that person; and the conduct interferes with an individual's performance or learning, or creates an intimidating, hostile or offensive working environment.

Any USUHS manager or faculty member who uses, or tolerates the use by subordinates of, sexual behavior to control, influence, or affect the career, pay, job, or performance of an employee is engaging in sexual harassment. Similarly, any USUHS manager, faculty member, employee or student who makes deliberate or repeated unwelcome verbal comments, gestures or physical contact of a sexual nature is engaging in sexual harassment.

University members who think they have been sexually harassed by anyone at USUHS should: (1) make it clear that such behavior is offensive at the time the behavior occurs; and (2) should know that they have my full support and should not be afraid of repercussions for reporting such behavior. Anyone can present a complaint to any member in their supervisory chain, or to the equal employment manager, Patricia Burke, in Room G056, 295-3032.

Charles L. Rice, M.D.
President