



OFFICE OF THE  
BRIGADE COMMANDER

## UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

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### MEMORANDUM FOR ALL MEMBERS OF THE USU BRIGADE

SUBJECT: Brigade Commander's Policy Statement on Sexual Harassment

Sexual harassment violates federal civil rights laws, the Uniform Code of Military Justice (UCMJ) and the Uniformed Services University (USU) nondiscrimination policy. The Brigade is committed to providing and promoting a workplace atmosphere where all personnel may realize their maximum potential and for students to be fully engaged in a professional learning capacity. To accomplish this, members of the Brigade (including faculty, staff and students) must understand that sexual harassment is entirely inconsistent with our mission and that it will never be tolerated.

This policy, which flows from the Department of Defense Military Equal Opportunity Program, DoDD 1350.2, is directed to all assigned personnel so that they may freely disclose a complaint or problem which could potentially be viewed as rising to the level of sexual harassment. Specifically, persons who believe they have been victims of sexual harassment should report the incident immediately to appropriate administrative officials. Do not delay in reporting allegations of this nature, for to do so may make it more difficult to establish the facts of a case and may unwittingly contribute to the repetition of offensive behavior. Retaliation against persons who report sexual harassment [or behavior that might constitute sexual harassment], is strictly prohibited. In short, any act of reprisal, to include internal interference or coercion violates this policy and will be grounds to initiate the full breadth of command prerogatives.

Given that supervisory personnel are extremely important in this overall process, they are not only responsible for educating and sensitizing employees about sexual harassment, they are also directed to take all appropriate steps to prevent and stop sexual harassment whenever or wherever it may occur. Any person [not just supervisory personnel] who is contacted by an individual who seeks to report a sexual harassment allegation shall assist the complainant by contacting the Brigade Equal Opportunity Officer, 295-3708, USU's Equal Employment Opportunity Officer, 295-3032 or the Brigade Judge Advocate, 295-9699. Each of us must dedicate ourselves to creating a work environment that is free from sexual harassment—this is not just a morally correct thing to do, it is the law.

  
John M. Wempe  
COL, MC, USA