



DEPARTMENT OF THE ARMY AND AIR FORCE
JOINT FORCE HEADQUARTERS, MISSISSIPPI NATIONAL GUARD
THE ADJUTANT GENERAL'S OFFICE
POST OFFICE BOX 5027
JACKSON MS 39296-5027

JFH-MS-HRE

22 March 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy 15-04 – Policy on Sexual Harassment

1. This policy supersedes Policy 14-09, subject as above, dated 22 March 2014, and remains in effect until 22 March 2016 unless superseded by change.
2. Sexual harassment is unacceptable conduct and will not be tolerated. It is my policy all personnel (military and civilian) should be able to work in an atmosphere free from all forms of discrimination, including sexual harassment. Everyone should expect to be treated with dignity and respect.
3. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct (overt or subtle) of a sexual nature. Our workplace must be free from the threat of unfair treatment or the exploitation of any individual. Sexual harassment is defined in law and regulation as stated above when:
 - a. Made either explicitly or implicitly a term or condition of a person's job, pay, career or
 - b. Used as a basis for career/employment decisions affecting that person or
 - c. Unreasonably interferes with an individual's work performance or created an intimidating, hostile, or offensive working environment.
4. Commanders and supervisors at all levels will be held directly accountable and responsible for the work environment under their control. Disciplinary action will be taken against anyone engaging in sexual harassment.
5. Anyone who believes he or she has been or is a victim of sexual harassment, or who has knowledge of such behavior, should report such conduct immediately to the State Equal Employment Manager at DSN: 293-6124 or COMM: 601-313-6124.

Augustus L. Collins
AUGUSTUS L. COLLINS
Major General, MSNG
The Adjutant General of Mississippi

DISTRIBUTION:
A