



DEPARTMENT OF THE ARMY  
GREAT PLAINS REGIONAL MEDICAL COMMAND  
FORT SAM HOUSTON, TEXAS 78234-6200

REPLY TO  
ATTENTION OF

MCGP-EO

3 September 2003

MEMORANDUM FOR Great Plains Regional Medical Command Military  
Treatment Facility Commanders

SUBJECT: Equal Opportunity/Sexual Harassment Policy

1. References:

- a. AR 600-20, Chapter 7, Army Command Policy, 13 May 2002.
- b. Memorandum, this headquarters, 3 September 2003,  
subject: Equal Opportunity Policy.

2. Dignity and respect for others is an integral part of a Soldier's character. The Equal Opportunity Program formulates, directs, and sustains a comprehensive effort to ensure fair treatment for all Soldiers, family members, and civilian employees. Issues of discrimination based on gender not related to employment undermine readiness.

3. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

4. Commanders will clearly exemplify and ensure a firm zero tolerance for sexual harassment of others in their unit. Commanders, superiors, and senior noncommissioned officers are the cornerstones of this program; they must ensure there is a work environment in which there is no sexual harassment.

5. Commanders and supervisors will ensure that there is a planned program of education and discussion of sexual harassment semi-annually in accordance with AR 600-20.

6. Point of contact for this memorandum is the GPRMC Equal Opportunity Advisor at Commercial (210) 295-2353.

  
C. WILLIAM FOX, JR.  
Brigadier General, MC  
Commanding