



DEPARTMENT OF THE ARMY
MILITARY SURFACE DEPLOYMENT AND DISTRIBUTION COMMAND
1 SOLDIER WAY
SCOTT AFB, IL 62225-5006

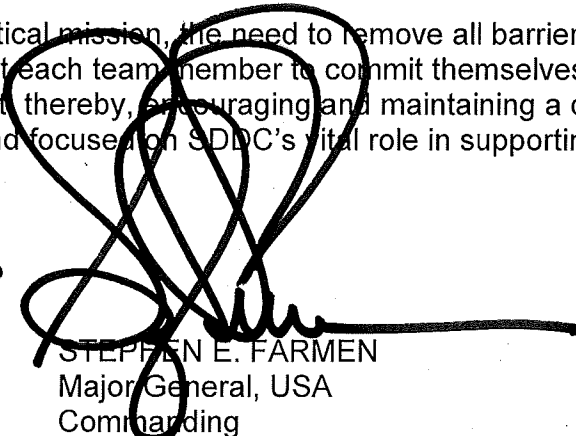
AMSSD-EEO

MAY 07 2018

POLICY STATEMENT ON SEXUAL HARASSMENT AND HOSTILE WORK ENVIRONMENT

1. Applicability: This policy applies to all Military Surface Deployment and Distribution Command (SDDC) personnel.
2. Proponent: Equal Employment Opportunity Office (EEO), (618) 220-5706/DSN 770.
3. References:
 - a. U.S. Equal Employment Opportunity Commission (EEOC) Management Directive 110.
 - b. Vicarious Employer Liability for Unlawful Harassment by Supervisors.
 - c. Army Anti-harassment Policy for the Workplace, dated, 27 April 2011.
4. For the purpose of this policy, harassment is defined as any unwelcome verbal or physical conduct based on any characteristic protected by law, when the behavior can reasonably be considered to adversely affect the work environment; or an employment decision affecting the employee is based upon the employee's acceptance or rejection of harassing conduct.
5. SDDC is committed to promoting and maintaining a workforce that adheres to the principles of equality; including a workplace free from harassment (sexual or non-sexual). Therefore, we do not permit or condone any type of harassment by anyone in the workplace.
6. Please understand, this command will not tolerate harassment of any kind. We will follow the regulatory steps to resolve concerns and issues. To ensure effective measures are taken to address concerns of harassment in the workplace, it is imperative that incidents are reported through your chain of command or the EEO Office for proper action to be taken. The command will follow all procedural guidelines swiftly to ensure proper inquiries are conducted.
7. As we continue to execute SDDC's critical mission, the need to remove all barriers to command success is paramount. I expect each team member to commit themselves to working in a harassment free environment, thereby, encouraging and maintaining a diverse workforce that is motivated, energized, and focused on SDDC's vital role in supporting the nation.

**DIGNITY & RESPECT ALWAYS!
EVERYONE COUNTS
EVERYBODY MATTERS**


STEPHEN E. FARMEN
Major General, USA
Commanding