



MISSOURI NATIONAL GUARD
JOINT FORCE HEADQUARTERS
IKE SKELTON TRAINING SITE
2302 MILITIA DRIVE
JEFFERSON CITY, MISSOURI 65101-1203

MONG POLICY MEMO #09-01


JFMO-HRE

27 April 2009

MEMORANDUM FOR DISTRIBUTION A and D

SUBJECT: Sexual Harassment

1. Sexual harassment is inappropriate and totally unacceptable behavior - it violates the standards of integrity and values expected of Missouri National Guard personnel. No Soldier, Airman or civilian employee should be subjected to unsolicited and unwelcome sexual advances.
2. We are each responsible for maintaining high standards and ensuring a safe, non-hostile work environment. A daily commitment to these principles of conduct ensures our success and the reality of an environment free from sexual harassment. Your personal support to ensure that our goal of a nondiscriminatory work environment becomes reality is imperative.
3. Any complaint of sexual harassment will receive prompt attention, be treated objectively and resolved as expeditiously as possible. Procedures for filing a complaint will be posted at all activities/units. Individuals who feel they have been harassed are to notify their commanders and/or supervisor immediately so that appropriate action is taken.
4. Leaders at every level are accountable and responsible for the work environment under their control. Education of our Airmen, Soldiers and civilians will be provided in accordance with the applicable service directives. Sexual harassment can be prevented – when we all do our part.
5. This policy supersedes MONG Policy Memo #09-01 dated 17 November 2008 and will remain in effect until superseded.
6. Point of contact is the State Equal Employment Manager at 573-638-9854 or via email at mong.jfmo.hre@us.army.mil.


STEPHEN L. BANNER
Brigadier General, MONG
The Adjutant General