



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U. S. ARMY EUROPE REGIONAL MEDICAL COMMAND  
CMR 442  
APO AE 09042

REPLY TO  
ATTENTION OF:

MCEU-EO

26 September 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: ERM Command Policy Letter 12, Sexual Harassment

1. It is in the best interest of each individual, military and civilian, to be afforded the right to work, live, and play in an environment free of sexual harassment.
2. I will not tolerate sexual harassment in this Command. I charge all leaders, managers, and officers in the chain of command to take action to prevent any occurrence of such acts.
3. Sexual harassment is defined as (1) influencing, offering to influence, or threatening the career, pay or job of another person - man or woman - in exchange for sexual favors; or (2) deliberate or repeated offensive comments, gestures or physical contact of a sexual nature in a work or duty related environment.
4. I expect your cooperation to make the Europe Regional Medical Command community free of sexual harassment and one with the highest respect for the dignity and worth of each individual.

  
ELDER GRANGER  
Brigadier General, USA  
Commanding

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