



DEPARTMENT OF THE ARMY
NORTH ATLANTIC REGIONAL MEDICAL COMMAND
6900 GEORGIA AVENUE NW
WASHINGTON, DC 20307-5001

REPLY TO
ATTENTION OF:

MCAT-EO

8 September 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memo # 04-12, Rights of Personnel to Present Equal Opportunity and Sexual Harassment Complaints

1. It is the policy of the North Atlantic Regional Medical Command (NARMC) to provide equal opportunity and an environment free of sexual harassment for all military personnel, Department of Defense (DoD) civilian staff, their family members, volunteers, patients, and visitors regardless of race, color, national origin, gender, or religion. Personnel and family members assigned, attached, employed officially in this command, or a guest of, have the right to present individual complaints or grievances of any nature, verbally or in writing, to the appropriate military authorities without threats of reprisal.
2. Military personnel are encouraged to use their chain of command. It is always important to first consider whether complaints may be solved quickly and more simply through referral to the immediate chain of command or supervision.
3. Complaints pertaining to discrimination, disparate or biased treatment, and sexual harassment may be brought to the attention of the local Equal Opportunity office. These complaints will be discussed and directed to the appropriate channels for immediate intervention and resolution by the Equal Opportunity Advisors and Equal Opportunity Representatives, and the chain of command.
4. This policy supersedes all previous editions and will be brought to the attention of all military personnel. In addition, this policy memorandum will be permanently posted on all appropriate official bulletin boards and remain in effect until superseded.


KENNETH L. FARMER, JR.
Major General, MC
Commanding

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