

DEPARTMENT OF THE ARMY AND THE AIR FORCE  
HEADQUARTERS INDIANA NATIONAL GUARD  
2002 SOUTH HOLT ROAD  
INDIANAPOLIS, INDIANA 46241-4839



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1 July 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy number 75-20: Indiana National Guard Sexual Harassment Policy

1. References:

- a. DoDD 1020E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015, Incorporating Change 2, Effective 1 June 2018.
- b. INNG Publication Regulation 600-22, Civilian Discrimination Complaint Instruction, 21 July 2017.
- c. NGR 600-21, Equal Opportunity in the Army National Guard, 22 May 2017.
- d. AR 600-20, Army Command Policy, 6 November 2014.
- e. CNGBM 9601.01, National Guard Discrimination Complaint Process, 22 May 2017.
- f. CNGBI 9601.01, National Guard Discrimination Complaint Program, 27 September 2015.
- g. DoDD 1350.2, Department of Defense Military Equal Opportunity Program, 18 August 1995, Certified current as of 21 November 2003, Incorporating Change 2, 8 June 2015.
- h. ANGI 36-7, Air National Guard Military Equal Opportunity Program, 25 April 2003.

2. It is my policy that all personnel should be able to enjoy a work atmosphere free from all forms of discrimination and harassment, including sexual harassment. Sexual harassment infringes on an individual's right to a comfortable work environment and is a form of misconduct that undermines the integrity of the employment relationship. No employee, male or female, military, or civilian, should be subjected to unsolicited and unwelcome sexual overtones or conduct, either verbal or physical, overt or subtle.

3. Sexual harassment refers to conduct which is offensive to the individual, harms morale and interferes with the effectiveness of our mission. Such conduct is prohibited.

a. Sexual harassment is defined to mean conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.

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(2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting the person.

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

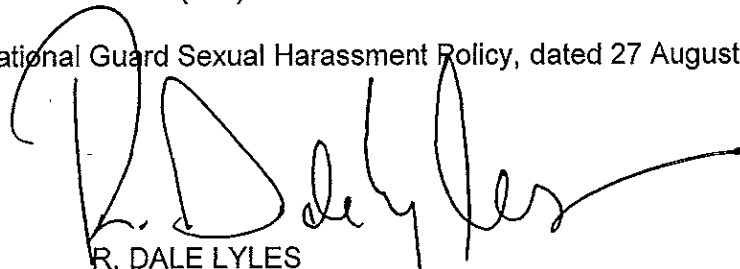
b. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee, is engaging in sexual harassment. Similarly, any military member, or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, written comments, comments through electronic communication such as text, email, or social media posts of a sexual nature, or physical contact of a sexual nature is also engaging in sexual harassment.

4. It remains this Agency's policy that sexual harassment is unacceptable conduct and will not be tolerated. This policy is punitive for military members and immediate disciplinary action will be taken against any military or civilian employee engaging in sexual harassment. Such actions may include suspension, reduction, removal, and/or any other available military or administrative actions.

5. Any person who believes that he or she has been the victim of sexual harassment, or who has any knowledge of that kind of behavior, is urged to report such conduct immediately and seek assistance through their chain of command or my staff of Equal Opportunity Professions i.e. the State Employment Manager (SEEM), Human Resources (HR/EO) Officer, Equal Opportunity Advisor (EOA), or the Air EO Director.

6. POC for this policy is the SEEM, located within the Human Resources Office, 2002 South Holt Rd, Indianapolis, IN 46241, DSN 717-3472 or (317) 247-3237.

7. This policy supersedes Indiana National Guard Sexual Harassment Policy, dated 27 August 2019.



R. DALE LYLES  
Brigadier General, INARNG  
The Adjutant General

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