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JOINT FORCE HEADQUARTERS WISCONSIN  
WISCONSIN ARMY NATIONAL GUARD  
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WING/SEEM

2 September 2020

MEMORANDUM FOR Wisconsin Army and Air National Guard

SUBJECT: Policy Against Sexual Harassment in the Workplace – TAG POLICY  
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1. References:

- a. NGR 600-21, Equal Opportunity Program in the Army National Guard
- b. CNGBI 9601.01, National Guard Discrimination and Complaint Program
- c. DODI 1020.03, Harassment Prevention and Response in the Armed Forces

2. The Wisconsin National Guard (WING) does not tolerate sexual harassment in our organization. Sexual harassment is incompatible with our core values and it degrades mission readiness, unit cohesion, and morale.

3. Harassment based on a person's [REDACTED] sex constitutes [REDACTED] sex-based discrimination and is a violation of service regulations and instructions. Sexual harassment is any unwelcome conduct that is based on sex or sexual orientation, including unwelcome advances for sex or physical contact, request for favors involving sex or other verbal or physical conduct of that nature, particularly when submission to such conduct is made directly or indirectly as a term or condition of employment, or when submission to or rejection of such conduct is used as a basis for an employment decision affecting the person. The behavior in question is evaluated from the standpoint of a reasonable person, taking into account the particular context in which it occurred.

4. Commanders, leaders, managers, and supervisors will not tolerate sexual harassment in the workplace and will immediately contact the State Equal Opportunity Manager (SEEM) for guidance upon learning of an incident of sexual harassment, in accordance with CNGBI 9601.01, and DODI 1020.03.

5. Commanders, leaders, managers, and supervisors will take all necessary steps to prevent sexual harassment. This includes providing immediate necessary protections; informing employees and service members of their rights and how to request resolution of sexual harassment complaints; and educating all employees and service members