



## Texas Military Department

# DIRECTIVE

NUMBER 1020.01

Date APR 30 2020

NGTX-JHR

SUBJECT: Texas Military Department (TMD) Prevention of Sexual Harassment Policy Statement

References. See Enclosure 1

1. PURPOSE. This directive establishes the TMD prevention of sexual harassment policy statement. The objective is to ensure employees (federal/state) and military members understand and comply with my commitment that sexual harassment has no place in the military environment.
2. APPLICABILITY AND SCOPE. This directive is applicable to all individuals employed and members assigned to the Texas Military Department including the Army/Air National Guard, State and Federal employees.
3. DEFINITIONS. N/A
4. POLICY. It is the responsibility of every employee and military member of TMD to provide and maintain an environment of trust and respect for one another. I reaffirm DOD's and State and local laws' commitment against sexual harassment and I want to ensure all understand that it will not be tolerated in our agency. Such harassment adversely affects or mission and productivity. Sexual harassment is prohibited and violates Title VII of the Civil Rights Act of 1964, as amended; and Section 2302 of Title 5, United States Code.
  - (1) Sexual harassment includes, but is not limited to, unwelcomed sexual advances, request for sexual favors, and verbal or physical contact of a sexual nature.
  - (2) Submission to such conduct is made either explicitly or implicitly of condition of a military member's assignment, promotion, and or career progression.
  - (3) Unreasonable interference with an individual's work performance, or creating an intimidating, hostile, or offensive work environment, that could impact unit cohesion and degrade mission accomplishment.

(4) Commanders, managers, and supervisors must continually monitor their work place and formations to assess sexual harassment prevention policies and programs at all levels within the agency.

(5) Harassment comes in many forms. It can be unwelcome conduct exhibited toward someone based upon that person's race, color, religion, sex (including pregnancy and gender identity), national origin, age (40 years and older), disability (physical or mental), genetic information, and reprisal for participating in prior equal employment opportunity activities.

(6) Employees and military members must understand that if they witness or otherwise know of incidents of sexual harassment, they are obligated to act. If they do not, they themselves are also engaging in sexual harassment.

(7) Immediately report all instances of sexual harassment witnessed or brought to the commander, military leader's attention to the Military Equal Opportunity point of contact within the J1/Directorate of Manpower and Personnel.

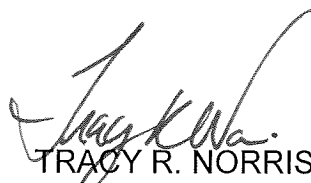
(8) Compliance with this directive is the responsibility and function of effective leadership.

5. RELEASABILITY. Unlimited.

6. EFFECTIVE DATE. This directive will expire two years from the effective date of publication unless sooner rescinded or superseded.

7. POINT OF CONTACT. CW5 Anita L. Cannaday, State Equal Employment Manager (SEEM) at (512) 782-5510.

Encl  
References

  
TRACY R. NORRIS  
Major General, TXARNG  
Adjutant General

DISTRIBUTION:

A



TMD  
Official

## **Enclosure 1**

### References:

DOD Directive 1350.2 Department of Defense Military Equal Opportunity (MEO) Program, dated 18 August 1999.

DOD Directive 1350.2, Diversity Management and Equal Opportunity, dated 1 June 2015.

AR 600-20, Army Command Policy, dated 6 November 2014.

NGR 600-21, Equal Opportunity Program in the Army National Guard, dated 22 May 2017.

ANGI 36-7, Air National Guard Military Equal Opportunity Program, dated 25 April 2003.

Texas Code of Military Justice