



**TENNESSEE AIR NATIONAL GUARD
HEADQUARTERS 134TH AIR REFUELING WING
MCGHEE TYSON AIR NATIONAL GUARD BASE TENNESSEE**

25 March 2014

MEMORANDUM FOR ALL PERSONNEL

FROM: 134 ARW/CC

SUBJECT: Commitment to Prevention of Sexual Harassment

1. McGhee Tyson ANG Base is committed to ZERO tolerance policy set forth by the Tennessee Air National Guard regarding Sexual Harassment.
2. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when combined with any of the following three factors:
 - a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person;
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.
3. All personnel at all levels are encouraged to report to their supervisor any unacceptable behavior.
4. This letter is to be posted permanently on all bulletin boards.
5. This letter supersedes CC Letter, same subject, dated 24 March 2011.


THOMAS S. CAUTHEN, Col, TN ANG
Commander