



**DEPARTMENT OF THE AIR FORCE
HEADQUARTERS 175TH WING (ANG)
BALTIMORE MARYLAND**

10 March 2022

MEMORANDUM FOR 175TH WING PERSONNEL

FROM: 175 WG/CC

SUBJECT: Prevention of Sexual Harassment

1. Every traditional guardsman, state employee and Active Guard Reserve (AGR) member is entitled to work in an environment that is free from sexual harassment. All personnel deserve to be treated with dignity and respect in the workplace.
2. Sexual harassment is an unwelcome, offensive conduct of a sexual nature that makes an individual feel uncomfortable or embarrassed. It is an illegal activity when submission to the unwelcome conduct is made a condition of employment, interferes with the ability to do the job, or creates a hostile and intimidating work environment.
3. The Maryland Air National Guard will not tolerate sexual harassment in the workplace. We must train all personnel to recognize, prevent, and remedy sexual harassment situations.
4. Commanders, managers, and supervisors are entrusted to provide a safe and professional work environment. They have the responsibility to prevent sexual harassment.
5. This policy memorandum must be posted on all unit bulletin boards.

JORI A. ROBINSON, Brig Gen, MDANG
Commander