



RICK SNYDER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF MILITARY & VETERANS AFFAIRS
LANSING

MG GREGORY J. VADNAIS
THE ADJUTANT GENERAL AND DIRECTOR

NGMI-TAG

13 January 2011

MEMORANDUM FOR ALL MICHIGAN NATIONAL GUARD EMPLOYEES

SUBJECT: Sexual Harassment Prevention Policy

1. The policy of the Michigan National Guard is to provide an environment free from sexual harassment. Sexual harassment in any form will not be tolerated. It is illegal, period!
2. Complaints of sexual harassment will be dealt with fairly, objectively, and expeditiously. Appropriate actions will be taken where ever substantiated complaints of harassment are found.
3. Commanders and managers at all levels will be held directly responsible and accountable for the work environment under their control. They will ensure that complaint procedures are visible and current.
4. Prevention and solution is the responsibility of all Michigan National Guard Employees.

A handwritten signature in black ink, appearing to read "Gregory J. Vadnais", written over a circular stamp or mark.

Gregory J. Vadnais
Major General, MIARNG
The Adjutant General

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