

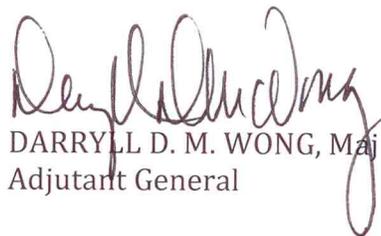
STATE OF HAWAII  
DEPARTMENT OF DEFENSE  
OFFICE OF THE ADJUTANT GENERAL  
3949 DIAMOND HEAD ROAD, HONOLULU, HAWAII 96816-4495

POLICY DIRECTIVE 2014-3

25 September 2014

SUBJECT: Sexual Harassment Prevention Policy

1. Sexual harassment is an unacceptable behavior and will not be tolerated in the Hawaii National Guard. Through training, awareness programs and reporting mechanisms, we continue to attempt to eliminate sexual harassment, yet we had been made aware that this improper conduct continues to exist.
2. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates a hostile or abusive environment, or unreasonably interferes with the performance of our Soldiers, Airmen or civilians. These advances include communications over electronic means, such as social media, email or texting.
3. Every leader at all levels will be sensitive to issues and allegations of sexual harassment. Your response to these issues and allegations must be swift, fair and effective, in accordance with published guidance.
4. Anyone who perceives they are a victim of sexual harassment is to make it clear that the conduct is unwelcome and offensive either through a direct approach or through the reporting processes available. Complaints or questions about sexual harassment may be directed to the Military Equal Opportunity Office (MEO), State Equal Opportunity Manager (SEEM). The timeframe in the National Guard Bureau complaint system for reporting a Title 32 complaint is 45 calendar days from the alleged incident for technicians, and 180 calendar days from the alleged incident for military personnel.
5. Every member of our organization, including our families, has the right to present a complaint without fear of acts or threats of reprisal. Our commanders at every level will do their utmost to preserve this right.
6. This policy remains in effect until superseded or rescinded.

  
DARRYLL D. M. WONG, Maj Gen, HING  
Adjutant General

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