



OFFICE OF THE  
BRIGADE COMMANDER

## UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

4301 JONES BRIDGE ROAD  
BETHESDA, MARYLAND 20814-4799



23 July 2010

### MEMORANDUM FOR ALL MEMBERS OF THE USU BRIGADE

SUBJECT: Brigade Commander's Policy Statement on Reprisal

This command is a professional working environment and should be free from fear of reprisal and personnel actions. Reprisal is contrary to our Armed Forces values, and detracts from our ability to support our mission. Additionally, reprisal runs contrary to the "one team" philosophy that is critical to our military and civilian staff.

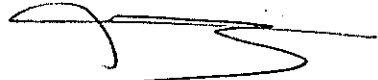
Reprisal in the Department of Defense consists of:

"Taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, in reprisal against a member of the Armed Forces personnel for making or preparing a lawful or protected communication to a member of Congress, an Inspector General (IG) or a member of a DoD audit, inspection, investigation, or law enforcement organization, is prohibited. These prohibitions include a lawful or protected communication to any employee of the DoD or any member of the Armed Forces who is assigned or belongs to an organization which has, as its primary responsibility, audit, inspection, investigation, or enforcement of any law or regulation."

An example of reprisal includes, but is not limited to, an action which affects or has the potential to affect an employee's or military member's current position or career. Some specifics might include: promotion, disciplinary or other corrective action; a transfer or reassignment; an adverse performance evaluation; an adverse decision on pay, benefits, awards or training; and any other significant change in duties or responsibilities inconsistent with the individual's rank or grade.

Any staff member, faculty, or student who believes they have been the subject of an unfavorable personnel action or the withholding thereof, which was taken or threatened in reprisal for making or preparing a lawful communication may file a complaint through their chain of command or the Brigade Equal Opportunity Officer (301)-295-1953. The Armed Services Hotlines are available; Navy (800) 522-3451, Air Force (703) 588-1562, Marine Corps (866) 243-3887. Other options include the Army Office of The Inspector General (703) 695-1502; the DoD Hotline (800) 424-9098 or [hotline@dodig.mil](mailto:hotline@dodig.mil) or Department of Defense Hotline, 400 Army Navy Drive, Arlington, VA 22202-2284. Anyone using the above avenues are protected from reprisal when making or preparing a lawful or protected communication.

Reprisal will not be tolerated at this command. Those fearing reprisal or threatened reprisal should address their concerns as detailed above.

  
TANIS M. BATSEL SEWART  
CAPT, MC, USN  
Brigade Commander

