

MICHIGAN CODE OF MILITARY JUSTICE OF 1980 (EXCERPT)
Act 523 of 1980

32.1134d Sexual harassment; punishment.

Sec. 134d. An individual subject to this code must be punished as a court-martial directs if the individual does any of the following:

- (a) Repetitively engages in behavior that involves unwelcome sexual advances.
- (b) Requests sexual favors from or offers sexual favors to a subordinate.
- (c) Engages in other verbal or physical conduct of a sexual nature if any of the following apply:
 - (i) Submission to or rejection of the conduct is made either explicitly or implicitly a term or condition of an individual's job, pay, or career.
 - (ii) Submission to or rejection of the conduct by an individual is used as a basis for career or employment decisions affecting that individual.
 - (iii) The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

History: Add. 2024, Act 77, Imd. Eff. July 8, 2024.