



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
2D BRIGADE, 1st ARMORED Division
UNIT 27304
APO AE 09034-3704

AEVT-THO (100)

18 July 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #36, Prevention of Sexual Harassment (POSH)

1. References:

- a. Army Regulation 600-20, Army Command Policy, 15 Jul 99
- b. USAREUR Command Policy Letter 17, Preventing Discrimination and sexual Harassment, 9 September 1996
- c. V Corps Policy Memorandum 2, Equal Opportunity Complaint Process, 30 April 1998
- d. 1st Armored Division Policy Memorandum 1-5, Equal Opportunity Complaint Procedures, 1 June 1998

2. Purpose. To define sexual harassment and to emphasize the importance of establishing an environment free of sexual discrimination.

3. Background.

a. Sexual harassment destroys teamwork and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.

b. The prevention of sexual harassment is the responsibility of all soldiers and DA civilians.

4. Definitions.

a. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or

(2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

b. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

5. Policy.

a. Sexual harassment is unacceptable conduct and will not be tolerated. I expect every leader, manager, and supervisor assigned or attached to 2nd Brigade to set the example concerning equal opportunity and act expeditiously and appropriately when allegations arise. Commanders will conduct Prevention of Sexual Harassment Classes semi-annually as part of their Consideration of Others training program.

b. Soldiers, family members, or civilian employees who feel they have been sexually harassed are strongly encouraged to use the chain of command or their respective Equal Opportunity Office, for redress of complaints or grievances. The following are 1st Armored Division EO Hotlines: DSN 485-7070 or

1 st Armored Division EO Office	490-7679	1 st Bde	324-3822
2 nd Bde	485-6510	4 th Bde	322-7720
DISCOM	490-7567	DIVARTY	485-6510

6. This policy supersedes the previous policy, is effective immediately, and will be posted on all bulletin boards.

7. POC is SFC Mason, 2nd Brigade Equal Opportunity Advisor at DSN 485-6510.

JOHN D. JOHNSON
COL, IN
Commanding

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