POLICY OR PRECEDENT

(XVIII Abn Corps and Ft Bragg Memo 25-50)

1. SUBJECT		2. MASTER POLICY NO.
Command Policy Statement on Sexual Harassment		109
3. ORIGINATOR	**4. PHONE NUMBER**	**5. DATE ESTABLISHED**
AFZA-EO	396-2123	25 September 2006

6. SYNOPSIS: (if more space is needed, use reverse side.)

1. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and any other conduct of a sexual nature. Sexual harassment is unacceptable conduct and will not be tolerated. It destroys teamwork and negatively affects combat readiness. Sexual assault and rape, which may be extreme forms of sexual harassment are serious criminal acts, and must be reported to the chain of command, military police, or other law enforcement agencies.

2. Semi-annual Prevention of Sexual Harassment training (POSH) will consist of progressive and interactive small group formats. Training will provide guidance on what constitutes sexual harassment, how to prevent it, report it, and consequences of engaging in sexual harassment. Prevention of Sexual Harassment will be included on the operations training calendar and executed accordingly.

3. Complaints of sexual harassment should be reported through the chain of command, but will not serve as the only channel available for resolution. Should the complainant feel it necessary to use one of the alternate agencies, commanders will not preclude Soldiers and civilians from using these channels. Alternate agencies include next higher echelon in the complainant's chain of command, Equal Opportunity Advisor, Inspector General, Chaplain, Provost Marshal, Medical Agency, Staff Judge Advocate, Housing Referral Office, and the Equal Employment Opportunity Office.

4. Army policy prohibits reprisal. Commanders will establish and implement a plan to protect the complainant, any named witnesses, and the alleged perpetrator from acts of reprisal. Allegations of sexual harassment will be examined and resolved immediately at the lowest level possible, or by formal disciplinary or administrative actions.

5. Commanders down to company/troop/battery level will publish and post a sexual harassment command policy statement.

6. It is the responsibility of all Soldiers and civilians to help resolve acts of sexual harassment. I am committed to ensuring that our Soldiers, family members, and civilians have a work and living environment that is free of sexual harassment.

7. TYPE POLICY

- [ ] NEW
- [x] CHANGE
- [ ] REVOCATION

8. IDENTIFY POLICY AFFECTED

This policy supersedes Master Policy Number 24 dated 16 December 2003

9. LAST REVIEWED

DATE	REVIEWING OFFICER	ORGANIZATION	INITIALS

10. APPROVED:

//original signed//

JOHN R. VINES, Lieutenant General, USA, Commanding

11. DIRECTIVE ON WHICH BASED (Show date, subject, and origin.)

AR 600-20, Army Command Policy dated 07 June 2006

12. DISTRIBUTION	13. DATE PUBLISHED
C, D, E	06 October 2006