



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
14th MILITARY POLICE BRIGADE
151 ARTILLERY ROAD
FORT LEONARD WOOD, MISSOURI 65473-8927

ATSJ-B

14 October 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #3: Prevention of Sexual Harassment

1. References:

- a. AR 600-20, Chapter 7, Army Command Policy, 13 May 2002.
- b. Fort Leonard Wood Command Policy #05-02, Prevention of Sexual Harassment, 30 October 2002.

2. All soldiers and civilian employees are entitled to an environment, both on and off duty, that is free of sexual harassment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, which:

- a. can be made a term or condition of a person's job,
- b. is used as a basis for career or employment decisions affecting a person,
- c. interferes with the performance of a soldier or civilian of this unit, or
- d. creates an intimidating, hostile or offensive working environment.

3. Our mission of training America's young men and women requires a positive environment. Sexual harassment destroys teams and adversely affects performance, morale and cohesion. Additionally, anyone who witnesses an act of sexual harassment and fails to take appropriate action contributes to an intimidating, hostile or offensive work environment.

4. If you experience unprofessional behavior that you believe constitutes sexual harassment, ask the person to stop the offensive behavior. If circumstances prevent you from doing this, you have the right to immediately notify anyone in your chain of command, the Brigade Equal Opportunity Advisor, or anyone else in a position to stop the behavior.

5. Sexual harassment of or by military members is punishable under the Uniform Code of Military Justice. Any soldier or civilian employee who commits sexual harassment or tolerates sexual harassment may be subject to disciplinary action.

6. IAW DoD Directive 7050.6, Department of the Army personnel are prohibited from taking acts or threats of reprisal against any soldier or civilian employee for filing a complaint of sexual harassment. Withholding or threatening to withhold favorable personnel action is also prohibited.