



DEPARTMENT OF THE ARMY  
LAW ENFORCEMENT COMMAND  
FORT LEONARD WOOD, MISSOURI 65473-5600

REPLY TO  
ATTENTION OF

ATZT-LEC (600-20)

MEMORANDUM FOR The Law Enforcement Command

SUBJECT: Command Policy Memorandum #3 (Prevention of Sexual Harassment)

1. Reference Army Regulation 600-20, Army Command Policy.
2. Sexual harassment is a violation of the high standards of honesty, integrity, and organizational values necessary for carrying out the Army mission, and under no circumstance will it be tolerated in any form. It is my goal to create a workplace and a learning environment that is completely free of sexual harassment.
3. We will provide all civilian employees, soldiers and their family members with an environment free of sexual harassment. Sexual harassment of personnel in this command by co-workers, peers, supervisors, managers, customers, or vendors will not be permitted regardless of their working relationship.
4. 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:
  - a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career; or...
  - b. Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or...
  - c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
5. Any person in a supervisory or command position who uses or condones implicit or explicit 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 unwelcome verbal comments, gestures, or physical contact of sexual nature is engaging in sexual harassment.
6. Examples of prohibited sexual harassment include, but are not limited to: sexual innuendoes, suggestive comments, insults, threats, jokes, spreading rumors about someone's sexual activity; making obscene gestures; propositions or pressure to engage in sexual activity; touching, pinching, cornering, or brushing against the body; inappropriate comments concerning

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appearance; sexual or sexually insulting written communications, or public postings, including electronic media; display of magazines, books, or pictures with a sexual connotation; any harassing behavior, whether or not sexual in nature, that is directed toward a person because of the person's gender, including but not limited to, hazing employees working in non-traditional work environments.

7. Sexual harassment of any type will not be tolerated, and all violators will be swiftly dealt with. All personnel have the right to present a complaint to the command without fear of intimidation, or any acts or threats of reprisals. Anyone who feels that they have become a victim of sexual harassment or is witness to an incident of sexual harassment are encouraged to initially bring such incidents to the attention of the chain of command. Command Policy Memorandum #4 explains how to file sexual harassment complaints.

8. Finally, if you have been a victim, have presented your complaint to your chain of command, and still feel you have not received proper recourse, I encourage you to come see me directly. I will not tolerate sexual harassment, and I am committed to ensuring that it does not occur.



CHARLES A. WILLIAMS  
LTC, MP  
Commanding