



DEPARTMENT OF THE ARMY
UNITED STATES ARMY
TRAINING AND DOCTRINE COMMAND, G-3/5/7
SECURITY ASSISTANCE TRAINING MANAGEMENT ORGANIZATION
FORT BRAGG, NORTH CAROLINA 28310-5000

AOJK-SA

19 July 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter #3 (Prevention of Sexual Harassment)

1. REFERENCES:

- a. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 Mar 88
- b. AR 600-20, Army Command Policy, RAR 27 Apr 10.

2. PURPOSE: To establish USASATMO policy for the Prevention of Sexual Harassment.

3. SCOPE: This policy applies to all military personnel (active or reserve), their family members and Department of the Army civilian employees who are assigned, attached, or on temporary duty to the United States Army Security Assistance Training Management Organization (USASATMO).

4. GENERAL:

a. Sexual harassment is a form of gender discrimination that interferes with the mission, violates acceptable standards of conduct, reduces unit cohesion, and is illegal.

b. Sexual harassment is defined as a form of sex discrimination that involves un-welcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when 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 when such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

c. Additionally, 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 military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated un-welcomed verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

5. PROCEDURES:

Soldiers and civilians will report any instances of sexual harassment immediately to their supervisor. If the instance involves the supervisor, report it to the next level in the chain of

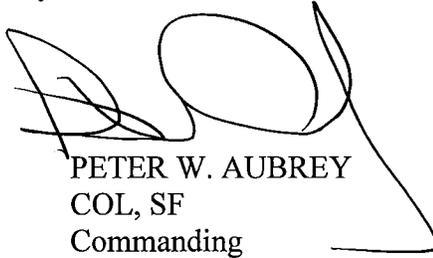
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command. Assistance is also available from the Equal Opportunity Officer of the Equal Employment Opportunity Office.

a. Individuals who report incidents of sexual harassment can expect to do so without fear of reprisal and with the knowledge that the matter will be dealt with quickly, fairly, and effectively.

6. RESPONSIBILITIES: All leaders will take immediate action if a subordinate becomes the target of sexual harassment. All leaders will report any instances of sexual harassment to the commander immediately and take all necessary action.



PETER W. AUBREY
COL, SF
Commanding

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