DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY FORCES COMMAND
4700 KNOX STREET
FORT BRAGG, NC 28310-5000

REPLY TO
ATTENTION OF

AFPE-EO

DEC 14 2011

MEMORANDUM FOR HEADQUARTERS AND MAJOR SUBORDINATE COMMANDS REPORTING DIRECTLY TO FORSCOM

SUBJECT: FORSCOM Policy Memo 4, Prevention of Sexual Harassment and Sexual Assault

1. Reference Army Regulation 600-20, Army Command Policy, Chapters 6, 8 and Appendix D, Sexual Harassment Complaint Processing System, 4 August 2011.

2. The Army and FORSCOM are committed to ensuring that Soldiers, Civilian employees, and Family members live and work in an environment free of sexual harassment and sexual assault. Leaders at every level must be committed to creating and maintaining an environment that promotes productivity and respect for human dignity. Sexual harassment and sexual assault are offenses contrary to Army Values and the Warrior Ethos; therefore, destroying teamwork and negatively affecting combat readiness. Sexual harassment and sexual assault are punishable under the Uniform Code of Military Justice and other federal and local laws.

3. We must take allegations of sexual harassment and sexual assault seriously and investigate promptly. Individuals who feel that they are being sexually harassed and/or sexually assaulted should seek relief at the lowest level possible and request assistance from their chain of command, equal opportunity office, equal employment office or Sexual Assault Response Coordinator. Refer complaints through the chain of command, or through other channels such as the Criminal Investigations Division, Chaplain, Inspector General, Provost Marshal or the Legal Assistance Office of the Staff Judge Advocate. Commanders will ensure that individuals who feel they are being sexually harassed are permitted to file complaints without fear of intimidation, harassment, or reprisal.

4. Prevention of sexual harassment and sexual assault is everyone's responsibility. Every Soldier, Civilian employee, and Family member is responsible for treating one another with mutual dignity and respect. We cannot tolerate or condone sexual harassment or sexual assault. It is incumbent upon all leaders to set the example and create an environment conducive to good order and discipline.

David M. Rodriguez
DAVID M. RODRIGUEZ
General, USA
Commanding

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MEMORANDUM FOR HEADQUARTERS AND MAJOR SUBORDINATE COMMANDS REPORTING DIRECTLY TO FORSCOM

SUBJECT: FORSCOM Policy Memo 2, United States Army Forces Command (FORSCOM) - Equal Opportunity (EO) Program and Complaint Procedures

1. Reference Army Regulation 600-20, Army Command Policy, Chapters 6, 7 and Appendix D, Equal Opportunity Complaint Processing System, 4 August 2011.

2. I am totally committed to equal opportunity and the Army Equal Opportunity Program. This command will provide equal opportunity and fair treatment to all personnel and Family members without regard to race, color, religion, gender or national origin, and also provide an environment free of unlawful discrimination and offensive behaviors.

3. I will not tolerate any form of discrimination in this command. The EO complaint process is designed to investigate allegations and resolve complaints at the lowest level in a timely manner. If a person feels discriminated against based on race, color, religion, gender or national origin, do not hesitate to report the issue in accordance with Appendix D, AR 600-20 to the chain of command or alternate agencies.

4. We must protect all personnel and Family members from reprisal or retaliation for filing EO complaints. No Soldier or employee may take or threaten to take unfavorable personnel actions, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If an allegation or reprisal is made known to any agency authorized to receive complaints, the agency will refer the complaint to the Inspector General.

5. Every commander, director, and supervisor will set the appropriate example with regard to EO and will take appropriate actions to create and sustain an effective program by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, loyalty and shared sacrifice of the men and women of America's Army.

David M. Rodriguez
DAVID M. RODRIGUEZ
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