



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, FIRST ARMY
1 ROCK ISLAND ARSENAL, BUILDING 68
ROCK ISLAND, ILLINOIS 61299-8100

AFKA-EO

15 AUG 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #5, Prevention of Sexual Harassment (POSH) and Sexual Assault

1. Sexual harassment and sexual assault violate acceptable standards of conduct required of all personnel, destroys trust and teamwork, interferes with unit cohesion and reduces mission readiness. This command will provide an environment free from sexual harassment and sexual assault to all Soldiers and civilian employees. Sexual harassment is a form of gender discrimination that involves unwelcomed verbal, non-verbal or physical conduct of a sexual nature. Sexual Assault is intentional sexual contact characterized by the use of force, physical threat, or abuse of authority or when the victim does not or cannot consent. Sexual harassment may be a precursor to sexual assault and rape, which may be considered extreme forms of sexual harassment and are serious criminal acts; they must be reported to the chain of command, military policy, or other law enforcement agencies.
2. Semi-annual POSH training will consist of progressive and interactive small group formats. Training will provide guidance on what constitutes sexual harassment, how to prevent it, and consequences of engaging in sexual harassment. POSH and sexual assault will be included on the operations training calendar and executed accordingly.
3. 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 Soldier or civilian employee is engaging in sexual harassment. Similarly, any Soldier or Civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
4. Allegations of sexual harassment and sexual assault should be reported through the chain of command, but this will not serve as the only channel available for resolution. Should the complainant feel the necessity to use another alternate agency, commanders will not preclude Soldiers, family members, and civilians from using these channels. Alternate agencies include the next higher echelon in the chain of command, EO Advisers, Inspector General (IG), Chaplain, Provost Marshal, Medical Agency, Staff Judge Advocate (SJA), the Housing Referral Office, and the Equal Employment Opportunity (EEO) office. Allegations of sexual harassment will be examined and resolved immediately at the lowest level possible, or by formal disciplinary or administrative actions.

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5. 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 threat of reprisal and retaliation.

6. Commanders, down to company level, will publish and post a POSH and sexual assault command policy statement.

7. It is the responsibility of all Soldiers and civilians to help intervene to stop acts of sexual harassment that may lead to sexual assault. I am committed to ensuring that our Soldiers, family members, and civilians have a work and living environment that is free from sexual harassment.

8. POC is the Equal Opportunity Adviser, SFC Evadne Benson at DSN 793-9060 or COM (309) 793-9060.



J. MICHAEL BEDNAREK
Lieutenant General, USA
Commanding

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