

August 10, 1995

ARMY POLICY ON SEXUAL HARASSMENT

The policy of the United States Army is that sexual harassment is unacceptable conduct and will not be tolerated.

Army leadership at all levels must be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. In achieving this, we maintain America's Army as an effective force, trained and ready to fight and win. To this end, we expect the commitment of each of you to establish and maintain a work and duty environment free of sexual harassment for all personnel, whether civilian or military, active duty or reservist. We expect everyone to do what is right legally and morally - everyday.

The Army bases its success on mission accomplishment. Successful mission accomplishment can only be achieved in an environment of mutual respect, dignity and fair treatment. This necessitates zero tolerance of sexual harassment.

Sexual harassment is defined in law and regulation as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is made a term or condition of a person's job, is used as a basis for career or employment decisions affecting a person, interferes with the performance of a soldier or civilian of America's Army, or creates an intimidating, hostile or offensive working environment.

Individuals who perceive they are being sexually harassed by supervisors, superiors, co-workers, or peers should make it clear that such behavior is offensive and report the harassment to an appropriate authority or office. It is the responsibility of every leader--military and civilian--to examine allegations of sexual harassment and take necessary action to ensure that these matters are addressed swiftly, fairly, and effectively.

We know that you will support the Army's continuing commitment to eradicate sexual harassment and to exhibit the highest level of professional behavior and courtesy that we each deserve.

/s/

Dennis J. Reimer
General, United States Army
Chief of Staff

/s/

Togo D. West, Jr.
Secretary of the Army