DEPARTMENT OF THE ARMY
HEADQUARTERS, TRAINING SUPPORT BATTALION
3360 EARLY STREET
FORT JACKSON, SOUTH CAROLINA 29207-7025

REPLY TO
ATTENTION OF

ATSG-SB

12 July 2010

MEMORANDUM FOR All Training Support Battalion (TSB) Personnel

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

1. I am totally committed to the Army's Sexual Harassment Policy, which demands respect for the human dignity of all Soldiers, family members, and Department of the Army civilians. Sexual harassment is a violation of professional ethics and integrity. It is unacceptable conduct and is not tolerated. Sexual harassment destroys teamwork and negatively affects command readiness. Prevention of sexual harassment is everyone's responsibility. All leaders must set the standard for Soldiers and civilian personnel.

2. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal/physical conduct of a sexual nature between the same or opposite gender 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 has the purpose or effect of unreasonably interfering with an individual's work performance, or it creates an intimidating, hostile, or offensive working environment.

3. Soldiers, family members, and DA civilians should report cases of sexual harassment through their chain of command, EO Representative, SSI EO Advisor, or one of the alternate agencies listed in AR 600-20, Appendix E-1a(2) (Inspector General, Chaplain, Provost Marshal, Medical Agency Personnel, Staff Judge Advocate, and/or Housing Referral Office). Depending on the nature of the complaint, civilians may be referred to the Post EEO for further assistance. Individuals who report sexual harassment (to include witnesses) will be protected from threats or acts of reprisal. Report threats or acts of reprisal to the DoD IG Hotline at (800) 424-9098 or DSN 664-8799. I strongly encourage you to simultaneously report such misconduct to the chain of command and Post IG Office, 751-5580 or DSN 734-5580.

4. High standards of honesty, integrity, and conduct are essential to assuring the successful accomplishment of our mission. Unwelcome touching, sexual jokes, innuendoes, inappropriate e-mails, inappropriate texting, or posting of sexually revealing pictures, posters, cartoons, etc. violate these standards.

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5. We all share the responsibility for helping to eradicate sexual harassment. Whether we are military or civilian, and whether or not we are in a command or supervisory position, we must not condone or ignore this offensive and demeaning behavior. We must deal with it swiftly and fairly whenever it occurs, so that we foster a work environment that reflects our standards of excellence.

6. ***One Team, One Mission!***

SULA L. IRISH
LTC, AG
Commanding