



REPLY TO
ATTENTION OF

ATSS-CD

DEPARTMENT OF THE ARMY
UNITED STATES ARMY SERGEANTS MAJOR ACADEMY
11291 SGT E. CHURCHILL STREET
FORT BLISS, TEXAS 79918

23 January 2012

MEMORANDUM FOR ALL ASSIGNED/ATTACHED PERSONNEL, US ARMY SERGEANTS MAJOR ACADEMY, FORT BLISS, TX 79918

SUBJECT: Policy Memorandum # 13, **Prevention of Sexual Harassment (POSH)**

1. Reference: AR 600-20, Army Command Policy, Rapid Action Revision (RAR) 7 Jun 06.
2. Purpose: To define sexual harassment and to emphasize the importance of establishing an environment free of sexual discrimination.
3. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature. 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. Sexual harassment occurs when:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly as a term or condition of a person's job, pay 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 performance or creates an intimidating, hostile, or offensive environment.
4. POLICY.
 - a. Sexual harassment is unacceptable conduct.
 - b. Every leader, manager, and supervisor is responsible to set the example concerning equal opportunity and act expeditiously and appropriately when allegations arise. Commanders will ensure Prevention of Sexual Harassment classes are conducted semiannually as part of their Consideration of Others training program.
 - c. Soldiers, their Family Members, and civilian employees who feel they have been sexually harassed are strongly encouraged to use the chain of command first, and then as applicable, the Equal Employment Opportunity Office, the Equal Opportunity Office, the Staff Judge Advocate, and the Inspector General, for redress of complaints or grievances.

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d. Anyone desiring procedural information regarding the filing of discrimination complaints may also call the 24-hour Equal Opportunity/Sexual Harassment hotline at (915) 568-1213 for military and (915) 568-3510 for civilian personnel. After duty hours, inquiries may be left on the voice mail. An Equal Opportunity Advisor will answer all inquiries the next duty day.

e. Intimidation, harassment, or retaliation against those exercising their lawful rights to address their concerns will not be tolerated.

"Ultima Strong!"



RORY L. MALLOY
CSM, USA
Commandant