



23 September 2014

# SEXUAL HARASSMENT



**COURT-MARTIAL:** At an April 2014 Court-Martial in Bamberg, Germany, a First Sergeant assigned to U.S. Army Garrison-Bamberg pled guilty to and was convicted by the Military Judge of one specification of violating a general regulation by committing sexual harassment and creating a hostile work environment in violation of Article 92.

**SENTENCE:** He was sentenced to be reduced to E-7 and a reprimand.

**FACTS:** In 2013, the First Sergeant made sexual advances and inappropriate comments toward a female First Lieutenant in his company. He sent flirtatious and sexually explicit text messages to her cell phone and made inappropriate comments to her while they were in the performance of their duties. The sexual harassment was reported in August 2013.

**OBSERVATION:** Unwanted sexual advances and inappropriate, flirtatious, and sexually explicit comments create a hostile work environment that is contrary to Army policy. Army leaders at all levels must be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness.

---

You may file complaints of sexual harassment through your chain of command, Brigade Sexual Assault Response Coordinator (SARC), Victim Advocate (VA), the IG, the SJA, the Chaplain, the Provost Marshall, medical agency personnel, or with the Chief, Community Housing Referral and Relocation Services Office.

If you have been sexually assaulted, contact your Brigade SARC, VA, healthcare provider, CID, SJA, Military Police, Behavioral Health, or the Chaplain. You may also call the DoD Safe Helpline from a DSN line at 94-877-9955247 (toll free) or 001-877-995-5247 (not toll free).

For more guidance on reporting options and rights, visit  
<https://www.safehelpline.org/>

**Teal Hash # 14-002**