



DEPARTMENT OF THE ARMY  
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25 FEB 2016

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**FORT HOOD SENIOR MISSION COMMANDER  
POLICY LETTER # 6A  
(Supplement to CG Policy Letter #6, Dated 15 December 2014)**

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Supplement to III Corps and Fort Hood Commanding General's Policy Letter # 6 (Sexual Harassment/Assault Response and Prevention (SHARP) and Special Victims Counsel (SVC)), dated 15 December 2014

1. REFERENCES.

a. III Corps and Fort Hood Commanding General's Policy Letter # 6 (Sexual Harassment/Assault Response and Prevention (SHARP) and Special Victims Counsel (SVC)), dated 15 December 2014.

b. Army Regulation 600-20 (Army Command Policy), 22 October 2014.

2. APPLICABILITY. This policy applies at all times and in all locations to all service members assigned to, attached to, or performing duties in units or activities assigned, attached, stationed, based, or otherwise located on the Fort Hood military reservation. This includes, but is not limited to, units and service members conducting any duties on the Fort Hood military reservation. All service members assigned to, attached to, or performing duties in units or activities over whom Commander, Fort Hood, exercises Senior Commander (SC) authority are also subject to this policy. (Note that service members, Civilians, and Family members may have differing reporting avenues depending on the nature of the harassment or assault.)

3. SEXUAL HARASSMENT.

a. Sexual harassment, as defined in AR 600-20, paragraph 7-4, is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature between same or opposite genders when –

(1) 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;

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(2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

b. Any person in a supervisory or command position uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Service member or civilian employee.

c. Any Service member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

#### 4. POLICY.

a. The Army, FORSCOM, III Corps and Fort Hood Installation are committed to ensuring that service members, Civilian employees, and Family members live and work in an environment free of sexual harassment and sexual assault. Leaders at every level must be committed to creating and maintaining an environment that promotes productivity and respect for human dignity. **Sexual harassment and sexual assault are offenses contrary to Army Values and the Warrior Ethos.** These unacceptable actions erode trust, destroy teamwork, and negatively affect combat readiness.

b. Commanders will protect individuals who file complaints from actual or perceived intimidation, harassment, or reprisal. Commanders will ensure that rated Service members are assessed on fostering climates of dignity and respect, and adhering to the SHARP Program, as a part of each Officer/Noncommissioned Officer Evaluation Report (OER/NCOER).

c. Both men and women can become sexual harassment victims by anyone in the workplace. This includes supervisors, co-workers, employees, and even non-employees. All Fort Hood personnel have a role to play in assuring a professional environment, which is conducive to our values and ensures that everyone is allowed to work in an environment free from unwanted sexual overtures. Each individual is personally responsible to maintain a professional attitude, treat others with dignity and respect, and is accountable for his/her own behavior. Prevention of sexual harassment is everyone's responsibility. All leaders will set the example and create an environment of trust where sexual assault and sexual harassment cannot exist.

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d. Any indications of sexual harassment should be immediately reported to a Victim Advocate, Sexual Assault Response Coordinator, or a member of the chain of command. All allegations of sexual harassment must be taken seriously and investigated promptly. SHARP personnel will assist individuals who experience sexual harassment to resolve the issue at the lowest level possible with an informal complaint or through the formal complaint process. DOD and DA (DOD/DA) Civilian complaints of sexual harassment will be investigated and processed IAW the EEO Program and AR 690-600 (Equal Employment Opportunity Discrimination Complaints), dated 9 February 2004.

5. PUNITIVE PROVISION. This memorandum serves as a lawful general order and regulation within the meaning of Article 92, Uniform Code of Military Justice (UCMJ), and 18 USC § 1382. Acts of sexual harassment, as defined in paragraph 3 above, may result in punitive action under the UCMJ, adverse administrative action, or both. Civilian employees who commit an act of sexual harassment, sexual assault, or another sex-related offense may be subject to prosecution, barred from post, referred to civilian authorities, or subject to other disciplinary and/or administrative action according to appropriate civilian personnel regulations.

6. The proponent for this policy letter is the Fort Hood Office of the Staff Judge Advocate at (254) 287-5413.

7. EXPIRATION. This Ft Hood Command Policy is a supplement to III Corps and Fort Hood Commanding General's Policy Letter # 6 (Sexual Harassment/Assault Response and Prevention (SHARP) and Special Victims Counsel (SVC)), dated 15 December 2014. This policy will remain in effect until superseded or rescinded.

  
JOHN UBERTI  
Major General, USA  
Commanding

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