



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY COMBINED ARMS SUPPORT COMMAND
2221 ADAMS AVENUE
FORT LEE, VIRGINIA 23801-2102

ATCL-CG

4 September 2012

FORT LEE POLICY NO. 05-09

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy Statement on Prevention of Sexual Harassment

1. Sexual harassment is defined as deliberate or repeated, sexually related language, gestures, physical contact, or coercion which is unsolicited, degrading, embarrassing, and unwelcome. The term "unwelcome" is determined by the recipient, not the offender. Sexual harassment violates the standards of integrity and impartiality. It also undermines interpersonal relationships and interferes with effectiveness of the unit and mission accomplishment.
2. The elimination of sexual harassment is a leadership responsibility in which all of us have a role. Sexual harassment affects both men and women and can result in a loss of productivity and resources. Each member of CASCOM is required to attend annual training on prevention of sexual harassment. Individuals who violate the sexual harassment policy are subject to disciplinary actions ranging from a written reprimand up to and including termination.
3. Employees are encouraged to report any act of sexual harassment to their servicing EEO Office or military EO Advisor. Reports of sexual harassment are taken seriously and will be dealt with promptly, confidentially, and with protection from reprisal. Guidance or assistance can be obtained from the Equal Opportunity Office at (804) 734-6601 (DSN 687).
4. Commanders, managers, and leaders at all levels are responsible for implementing this policy within their area of responsibility to ensure a work environment free of sexual harassment.
5. The intent of this policy is to have a workplace free of sexual harassment, which is achieved by treating each other with dignity and respect throughout the Command. I expect your full support.
6. A copy of this statement will be permanently posted on the unit bulletin board.

Larry D. Wyche
LARRY D. WYCHE
Major General, U.S. Army
Commanding

DISTRIBUTION:
COMMANDERS