



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 447TH SIGNAL BATTALION
15TH REGIMENTAL SIGNAL BRIGADE
FORT GORDON, GEORGIA 30905

ATZH-TBC

1 August 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #3 - Prevention of Sexual Harassment

1. References:

- a. AR 600-20, Army Command Policy
- b. DA Pam 350-20, Unit Equal Opportunity Training Guide
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints
- d. 15th Regimental Signal Brigade Policy Letter #3, Prevention of Sexual Harassment

2. I will not tolerate sexual harassment or the unfair treatment of soldiers within this command. This includes any unsolicited behavior that emphasizes sexuality over a person's role as a Soldier or member of this battalion. Acts prohibited by this policy include, but are not limited to the following:

- a. Verbal abuse (sexually degrading language).
- b. Visual abuse (obscene gestures or pictures).
- c. Requests or demands for sexual contact.
- d. Offers of benefits or privileges for sexual contact.
- e. Physical abuse.

3. Commanders and leaders will ensure that complaints of sexual harassment and quid pro quo (i.e., preferential treatment in exchange for sexual favors) are addressed and resolved immediately and completely. All complainants will be protected from acts or threats of reprisal.

4. Sexual harassment is not merely an equal opportunity or environmental problem. It is punishable under the following articles of the Uniform Code of Military Justice (UCMJ):

- a. Article 134, General Article.

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- b. Article 133, Conduct Unbecoming an Officer and Gentleman.
 - c. Article 92, Failure to Obey Order or Regulation.
 - d. Article 93, Cruelty and Maltreatment.
 - e. Article 117, Provoking Speeches or Gestures.
 - f. Article 128, Assault.
 - g. Article 138, Complaints of Wrongs.
5. Soldiers are our most important asset and all Soldiers should respect each individual's right to basic human dignity. I am committed to providing a safe and secure environment conducive to good human relations, professional growth, and equal opportunity for all members of this command. I expect all soldiers to display the highest professional standards of conduct.
6. Point of contact for this action is the undersigned at 791-5841.



DANIEL J. RUDER
LTC, SC
Commanding

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