DEPARTMENT OF THE ARMY
HEADQUARTERS, 15TH REGIMENTAL SIGNAL BRIGADE
606 BARNES AVENUE
FORT GORDON GEORGIA 30905-5729

REPLY TO
ATTENTION OF

ATZH-TB

4 September 2012

MEMORANDUM FOR ALL ASSIGNED AND ATTACHED MILITARY AND CIVILIAN PERSONNEL

SUBJECT: Policy Letter #3: Prevention of Sexual Harassment (POSH)

1. References:

a. AR 600-20, Army Command Policy, 18 March 2008/RAR 4 August 2011.

b. TRADOC Regulation 350-6, Enlisted Initial Entry Training (IET) Policies and Administration, 19 July 2012.

c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. All assigned Soldiers and Civilian personnel have the responsibility for maintaining high standards of honesty, integrity, impartiality, and conduct to ensure the proper performance of our mission. Any member of this brigade who engages in any form of sexual harassment violates, undermines, and interferes with the overall effectiveness of our mission.

3. The Army defines sexual harassment as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature:

a. Individuals in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affects the career, pay, or job of another Soldier or civilian employee is engaging in sexual harassment.

b. Indivduals who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

4. Prevention of Sexual Harassment (POSH) is the responsibility of every member of this brigade. We must ensure that instances of sexual harassment are reported and dealt with swiftly and fairly. Leaders must make every effort to promote a climate of dignity and respect. Allegations of unacceptable behavior will be addressed immediately, and handled at the appropriate level.

5. There are many ways to report sexual harassment or misconduct. (ENCL 1) The Equal Opportunity (EO) Poster, dated 18 July 2007, will be posted on all official bulletin boards. It identifies the ways to report acts of discrimination and explains the EO and Sexual Harassment Complaint Procedures. The chain of command is the best avenue for addressing these manners. As an alternative method, military personnel or family members may also file complaints with the Equal Opportunity Office, in building 29719, office number (706) 791-4565. Complaints by civilian personnel alleging sexual harassment or other types of discriminations should be handled through the Equal Employment Opportunity (EEO) Office, RM 210, Darling Hall in accordance with the procedures contained in AR 690-600, "Equal Employment Opportunity Discrimination Complaints," or as described in DoD and Department of the Army policy implementing 10 U.S. Code 1561, or as provided for in any collective bargaining agreement.

6. All personnel and family members are protected from reprisal or retaliation for filing complaints. No Soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold or threaten to withhold a favorable personnel action, in reprisal against any person for filing a complaint.

7. I consider any confirmed incident of sexual harassment to be a very serious offense. All personnel are expected to comply with this policy. Violation of this policy memorandum by any 15th Regimental Signal Brigade Soldier provides a basis for disciplinary action under the Uniform Code of Military Justice and/or adverse administrative action.

STEPHEN A. ELLE
COL, SC
Commanding

AVENUES FOR REPORTING SEXUAL HARASSMENT/MISCONDUCT COMPLIANTS

- Brigade Equal Opportunity Advisor (EOA)/Brigade/Company Equal Opportunity Leaders (EOLs)
- Chain of Command
- Inspector General's Office
- Chaplain's Office
- Staff Judge Advocate
- Fort Gordon "Hotline" 791-3600
- Equal Opportunity Office (Military) or Employment Opportunity Office (Civilian)
- Medical Community----- Social Work Service----- Counselors (Army Community Services)- Family Practitioner
- Directorate of Public Safety (Military Police)
- Criminal Investigation Division