



DEPARTMENT OF THE ARMY
HEADQUARTERS, 43D SIGNAL BATTALION
UNIT 29227
APO AE 09014

NETC-SER-BC

25 JUN 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #3-Prevention of Sexual Harassment (POSH)

1. Sexual Harassment is defined as deliberate unsolicited, unwelcome verbal comments, gestures, or physical contact of a sexual nature. Some examples are jokes with sexual overtones; revealing pictures, and other sexually graphic material; and staring or giving someone the once over. In addition, any person in a command or supervisory position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment.
2. This form of harassment undermines the integrity of the unit and negatively impacts morale and overall mission readiness. Those guilty of demeaning another individual through sexually harassing comments or actions will receive severe administrative or disciplinary action.
3. I am fully committed to fair treatment of all members of the battalion and encourage all soldiers, civilians, and family members to present complaints of sexual harassment to the chain of command.
4. Commanders and supervisors must take aggressive, proactive steps to abolish even the appearance of sexual harassment by fully pursuing every sexual harassment complaint. Proper education and established channels of reporting must be incorporated into every leader's program to prevent sexual harassment.
5. AR 600-20, Appendix E, addresses EO/Sexual Harassment complaint processing for military personnel and family members. Complaints by civilian personnel should be handled in accordance with AR 690-600 and filed through the servicing EEO office.
6. The proponent of this memorandum is SFC Bland, Battalion EO Advisor at DSN 370-6038.
- 7 *"Teamwork, Strength, Speed! Always Professional!"*

A handwritten signature in black ink, appearing to read "Philip A. Hoyle".

PHILIP A. HOYLE
LTC, SC
Commanding

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