



DEPARTMENT OF THE ARMY
2ND BATTALION, 6TH AIR DEFENSE ARTILLERY
1614 RANDOLPH ROAD
FORT SILL, OKLAHOMA 73503

REPLY TO
ATTENTION OF:

ATSA-TPY

19 June 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 5 - Prevention of Sexual Harassment

1. References. AR 600-20, Army Command Policy 6 November 2014, CG Policy Memo 16-31, 15 Aug 16, Prevention of Sexual Harassment Policy.

2. Sexual harassment is unacceptable conduct. Sexual harassment destroys unit cohesion and combat readiness. The command climate will produce successful mission accomplishment related to an environment free of sexual harassment for all personnel.

3. In accordance with (IAW) AR 600-20, sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

a. Submission to or rejection of such conduct is either made explicitly or implicitly a term or condition of a person's job, pay, or career.

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.

c. 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.

4. Policy. Any Soldier or DoD employee who uses or condones implicit sexual behavior or explicit threats to control, influence, or affect the career, pay, or job of a Soldier or Civilian employee is engaging in sexual harassment. Equally, any Soldier or Civilian employee who creates a hostile environment by making deliberate or repeated unwelcome verbal or nonverbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace. Sexual harassment can occur anywhere where there is a violation of acceptable standards of integrity and impartiality that is required by all Army personnel.

5. Procedures. Victims of sexual harassment should report instances to the appropriate agencies which include: the chain of command, the Battalion SHARP/SARC, the Brigade SHARP/SARC, the Fort Sill Senior SHARP/SARC, and Fort Sill Inspector General. Acts of reprisal are a direct violation of Army policy and must be reported to the Inspector General Office.

ATSA-TPY

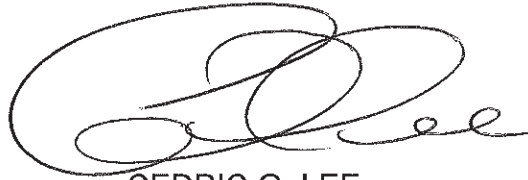
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a. Any leader who witnesses or is aware of a situation dealing with sexual harassment is obligated to report the situation to their commander, SHARP, or other appropriate channel agency.

b. All leaders should take appropriate actions to ensure sexual harassment is not tolerated, as well as take corrective action when an instance occurs. By using proper education and training, Soldiers and DoD civilians are creating awareness about sexual harassment which will aid in the decrease in occurrence in 2ND BN 6TH Air Defense Artillery.

6. This Commander's Policy Memo supersedes all previous policies.

7. A copy of this policy memorandum will be posted on unit SHARP bulletin boards.

A handwritten signature in black ink, appearing to read 'C. Lee', with a large, stylized flourish at the beginning.

CEDRIC G. LEE
LTC, AD
Commanding

DISTRIBUTION:

CDR/1SG – HQ/A, B, C