



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING CENTER AND FORT JACKSON
4325 JACKSON BOULEVARD
FORT JACKSON, SC 29207

REPLY TO
ATTENTION OF

11 6 APR 2012

ATZJ-EO

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Commander, Fort Jackson Partners in Excellence
Directors and Chiefs, Staff Offices, This Headquarters

SUBJECT: Fort Jackson Policy Memorandum #5 - Prevention, Investigation, and Report of Sexual Harassment and Sexual Misconduct

1. Reference: AR 600-20, Army Command Policy, 18 March 2008, paragraph 7-2b.
2. Purpose. Provide command guidance on sexual harassment and sexual misconduct.
3. Policy:

a. All Soldiers are entitled to have their personal dignity and physical security respected and protected. Our goal is a center of excellence free of sexual harassment and sexual misconduct and their harmful consequences. Every Soldier must understand that sexual harassment and sexual misconduct are forms of behavior that are incompatible with military service.

b. Unfortunately, sexual harassment and more serious forms of sexual assault do occur. The Uniform Code of Military Justice, Article 120, Army Regulation 600-20, Army Command Policy, and Fort Jackson Regulation 600-3, Prohibited Practices, all provide standards to define and prohibit sexual harassment. Soldiers must understand these required standards of personal behavior. Commanders must ensure that their unit's Equal Opportunity and Professional Development Training Programs teach these standards so that they are fully understood and accepted. One goal is to inculcate Soldiers with Army values. We must create an environment that focuses on the prevention of sexual harassment and sexual misconduct, and one in which all Soldiers know their responsibilities for proper behavior and reporting improper behavior. Sexual harassment complaints will be investigated and commanders have the full range of administrative and UCMJ actions available to them to address/resolve these complaints.

c. Equal opportunity is a responsibility of leadership and command. Individuals desiring to file a sexual harassment complaint are encouraged to use their chain of command first to resolve their complaints. I hold all commanders accountable for the EO climate within their units. I expect commanders to cultivate an environment that not only fosters EO but also is free of unlawful discrimination and offensive behavior. Alternative agencies and resources are also available to resolve complaints including equal opportunity advisors, installation chaplains, the

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inspector general, staff judge advocate, provost marshal, criminal investigation division, medical agencies, and the housing referral office.

d. Reprisal is a serious issue and its effects are devastating to unit cohesion, morale, and the command climate. Commanders will ensure that Soldiers filing sexual harassment complaints are protected from reprisal or retaliation. Acts or threats of reprisal will be immediately reported to the Department of Defense (DOD) IG at 1-800-424-9098 or www.dodig.mil/hotline. If allegations of reprisal are made to any agency authorized to receive formal EO complaints, the agency should refer the complaint to the DOD IG. I strongly encourage Soldiers and alternative agencies to simultaneously report such threats or acts to the appropriate chain of command as well.

e. Leaders at all levels are charged with the responsibility to ensure individuals are treated with dignity and respect. I expect each member to take this responsibility serious and to maintain an environment that promotes a positive equal opportunity climate free of sexual harassment for our Soldiers and civilian employees.

4. The proponent for this policy memorandum is the Equal Opportunity Staff Office, (803) 751-2990/7163/4916.


BRYAN T. ROBERTS
Brigadier General, U.S. Army
Commanding