



DEPARTMENT OF THE ARMY
HEADQUARTERS, JOINT MULTINATIONAL READINESS CENTER
UNIT 28216
APO AE 09173

REPLY TO
ATTENTION OF:

AETT-OG-CO

9 September 2011

MEMORANDUM FOR All JMRC and Hohenfels Soldiers and Civilians

SUBJECT: Commander's Policy Letter #3d - Prevention of Sexual Harassment (POSH)

1. Sexual harassment is unacceptable and will not be tolerated. Sexual harassment destroys teamwork and adversely affects mission accomplishment. Accordingly, discrimination or harassment of this type is completely counter to our community values. We will treat each other in the way we ourselves expect to be treated - with dignity and respect.
2. Commanders and supervisors who use or condone sexual behavior to control, influence, or affect the career, pay, or job of another are engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace or elsewhere engages in sexual harassment.
3. I charge each of you not to tolerate sexually harassing behaviors, even minor ones. A correlation exists between workplace climates that tolerate sexually harassing behaviors and prevalence of sexual assault. This correlation is too significant to ignore and we are all responsible for the protection of our community members. We cannot afford to create a climate in which sexual predators can flourish.
4. Victims of sexual harassment are encouraged to make it clear that such behavior is offensive and then report the behavior immediately through the appropriate chain of command. Every individual has the right to present a complaint to the command without fear of intimidation, reprisal, or further harassment. If the complaint cannot be resolved by the chain of command, or if the the complaint is against a member of the chain of command, that individual may contact the Equal Opportunity Office (for Soldiers), Equal Employment Opportunity Office (for civilians), Inspector General in Grafenwoehr, Chaplain, Provost Marshall, CID, or the Staff Judge Advocate's Office. Leaders will not deny anyone their right to utilize these agencies.

Train to Win!

JEFFREY R. MARTINDALE
COL, IN
Commanding

- This policy memorandum supersedes all previous policy letters and memoranda pertaining to the stated subject.