

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH) (Post Commander Policy #24-3)

1. I am totally dedicated to establishing and maintaining an environment free of sexual harassment. Sexual harassment undermines mission performance by impairing morale and work productivity of its victims and their co-workers. Our cohesiveness as the Fort Richardson community is based on our ability to work as a team in an environment of mutual respect and dignity.

2. It is the responsibility of every leader to take immediate, appropriate action when allegations of sexual harassment arise. Additionally, leaders at all levels must not tolerate any action or statement(s) that could be construed as sexual harassment. Perception is a key factor in sexual harassment. All members of the command must therefore be fully aware of the definitions of sexual harassment and fully cognizant of conduct considered as sexual harassment.

3. If an allegation of sexual harassment arises within the community, we will address it swiftly, fairly, effectively, and at the point of origin when possible. I encourage use of the chain of command when reporting incidents of sexual harassment. Any allegation that is not resolved to the satisfaction of all parties involved will be brought to my attention immediately.

4. Alternative agencies such as the Inspectors General, Equal Opportunity Advisors, Equal Employment Office, Provost Marshal, Chaplains, or Staff Judge Advocates are also available to assist. Additionally, all leaders, supervisors, and managers will ensure that soldiers and civilians understand they will be protected against acts or threats of reprisal should they file a sexual harassment complaint.

//signed//
DAVID L. SHUTT
LTC, AR
Post Commander

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