



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY ALASKA
600 RICHARDSON DRIVE #5000
FORT RICHARDSON, ALASKA 99505-5000

REPLY TO
ATTENTION OF:

12 DEC 2002

APVR-AG-EO

MEMORANDUM FOR SEE DISTRIBUTION

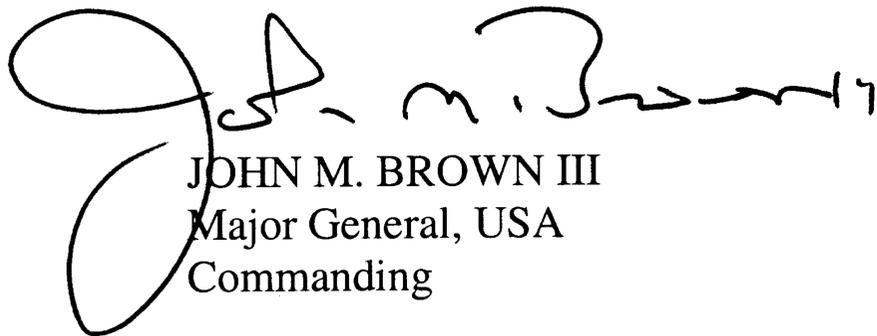
SUBJECT: Prevention of Sexual Harassment (CG/CofS Policy Statement #0-27)

1. Everyone has a right to work and live in an environment free from sexual harassment. Sexual harassment undermines mission performance and creates an environment that impairs morale and interferes in the work productivity of its victims and their coworkers. Anyone who is subject to acts of sexual harassment by supervisors or coworkers should make it clear that such behavior is offensive and unwelcome and should immediately report the incident to the chain of command or through the appropriate complaints process. There is zero tolerance of sexual harassment in this Command.
2. The chain of command will normally resolve sexual harassment complaints at the lowest level possible. Other forms, however, are also available. Commanders will ensure that military personnel, their family members, and Department of the Army (DA) civilians are aware of alternate reporting channels, including higher echelons in the Chain of Command, Equal Opportunity Advisors, Inspector General, Chaplains, Provost Marshal, medical agencies, Staff Judge Advocate, and housing referral offices.
3. Military personnel, family members, and DA civilians have the right to present their complaints to the command without fear of intimidation, reprisal, or harassment. Every member of the chain of command will ensure that all complainants are protected from reprisal or retaliation. Commanders will take immediate action to conduct a thorough and fair investigation and to deal with the incident appropriately.
4. Anyone in a supervisory or command position who witnesses an incident of sexual harassment must immediately take appropriate action to correct the harassing behavior. Furthermore, commanders and supervisors who deliberately or negligently fail to correct such misconduct, commit sexual harassment themselves by effectively condoning discriminatory behavior.
5. Commanders, agencies, and complainants will follow the procedures outlined in Army Regulation 600-20, Army Command Policy, Chapter 7 and Appendix E, when filing sexual harassment complaints against a military member. Anyone needing assistance in filing a

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complaint may contact the installation or unit equal opportunity advisor, or the USARAK Equal Opportunity Office at 384-0336. After duty hours, for information on sexual harassment, procedures for filing an EO complaint, or an appeal to an EO grievance, call the installation "EO HOT LINE" at 384-6340.



JOHN M. BROWN III
Major General, USA
Commanding

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