



DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION (MECHANIZED)
FORT HOOD, TEXAS 76544-5000

REPLY TO
ATTENTION OF

AFYB-CG

21 June 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum # EO-04 –Prevention of Sexual Assault

1. Purpose. Ensure all members of this command are provided an environment that eliminates incidents of sexual assault and provides compassionate care for the victims of these abuses while protecting them from retribution or intimidation.

2. Background. Prevention of sexual assault is a responsibility of command and a function of leadership. The chain of command will develop and sustain a healthy climate where all personnel are treated with fairness, dignity and respect, both on and off duty. Every allegation of sexual assault will be immediately addressed and fully investigated.

3. Discussion. I expect commanders, supervisors, and leaders at every level, military or civilian, to take responsibility for both the prevention of and appropriate corrective action in eliminating sexual assault. Our soldiers are our most valuable asset and the cornerstones to our combat readiness. Any incident of sexual assault destroys good order and discipline, and violates the Army values we uphold as Warriors of Character. I hold leaders in every organization throughout 4th Infantry Division personally responsible to ensure that our soldiers and civilian employees, and their family members clearly understand that all reports of sexual assault will be treated, at all levels of command, with the seriousness they deserve.

a. All Battalion and/or Company level commanders will personally speak to all new soldiers to ensure there is a clear understanding of the chain of command's commitment to sexual assault prevention, and in cases where prevention fails, to thoroughly investigate all allegations; while ensuring that victims receive prompt, professional, and compassionate care. Commanders and leaders should be familiar with the Army's victim/witness assistance program (AR 27-10, Chapter 18), and will ensure that the appropriate investigating agency is notified when they are informed of any sexual assault incident in their unit.

b. Personnel in command, supervisory positions, and leaders at all levels will be personally involved in ensuring we eliminate risk-factors which threaten a safe environment from all work areas, living quarters, and recreational facilities throughout the command. Leaders will work to eliminate any factor that degrades human dignity, while ensuring victim rights and care are promptly met and fully protected.

c. Reporting options for victims of sexual assault include the chain of command, medical agencies (including the nearest 24 hour Emergency Room), the Staff Judge Advocate, the Provost Marshall Office, Chaplains, the Inspector General, the Equal Opportunity Office, the Equal Employment Opportunity Office, and the EO/Sexual Harassment Hotline. Leaders will not preclude or hinder personnel from using these channels and will ensure that anyone filing a complaint alleging sexual assault will be protected against acts or threats of reprisal and retaliation. Victims may select any and all available channels they choose or feel comfortable with when reporting incidents or abuse.

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4. An essential component of prevention of sexual assault is awareness training. Prevention of Sexual Assault awareness training will be provided to all personnel upon arrival to the command, and will be included with Prevention of Sexual Harassment training and conducted semi-annually at every unit and staff level. Training sessions should focus primarily on, but not be limited to, fraternization, alcohol misuse, the buddy system, barracks policies, intolerance education, Army values and the Warrior Ethos.

5. I am personally committed to ensuring every member of this command has an opportunity to reach his or her human potential as a valued contributor to the 4th Infantry Division team; I demand the same commitment from my subordinate commanders and leaders at all levels. Incidents of sexual assault, or any other inappropriate behavior that may negatively impact unit and individual trust, health, welfare, morale and combat readiness, will not be tolerated.

“STEADFAST AND LOYAL”

////original signed////
JAMES D. THURMAN
Major General, USA
Commanding

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