



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, FORT HOOD
1001 761ST TANK BATTALION AVENUE
FORT HOOD, TEXAS 76544-5000

COMMAND POLICY

EO-1

AFZF-EO

13 April 2004

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH)

- 1. REFERENCE.** AR 600-20, Chapter 7, Army Command Policy, 13 May 2002.
- 2. APPLICABILITY.** This policy applies to all Fort Hood units and tenant activities and Partners in Excellence organizations/activities, regardless of location, as well as their family members, civilian employees, and contract personnel.
- 3. POLICY.**
 - a.** Sexual harassment is unacceptable conduct and will not be tolerated. Sexual harassment destroys teamwork and negatively affects combat readiness. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job performance of a military member or civilian employee is engaging in sexual harassment. The prevention of sexual harassment is the responsibility of every soldier and DA civilian.
 - b.** Soldiers, their family members, and civilian employees who feel they have been sexually harassed are strongly encouraged to seek their chain of command first. If their issue cannot be resolved by their chain of command, they should seek other agencies such as the Equal Opportunity Office, Equal Employment Opportunity Office, Staff Judge Advocate, or Inspector General for redress of complaints or grievances.
 - c.** Intimidation, harassment, or retaliation against those exercising their lawful rights to address their concerns will not be tolerated. Our leadership must be value based. Prevention of sexual harassment requires leaders to have and teach integrity and respect; they must always set the example.

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4. EXPIRATION. This Fort Hood Command Policy Memorandum supersedes the 7 February 2003 policy and will remain in effect until superseded or rescinded.

A handwritten signature in black ink, appearing to read 'JES', is written over the word 'superseded' in the text above.

JAMES E. SIMMONS
Brigadier General, USA
Commanding

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IAW FH Form 1853: A