



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 32D ARMY AIR AND MISSILE DEFENSE COMMAND  
111 PERSHING ROAD  
FORT BLISS TEXAS 79916

REPLY TO  
ATTENTION OF:

AFVL-CG

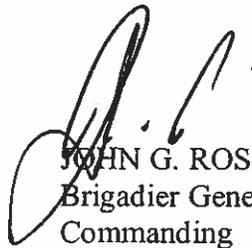
19 October 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH) Policy (Policy Letter 1-3)

1. Sexual harassment is a form of gender discrimination that involves unwanted sexual advances, requests for sexual favors, and other verbal/non-verbal or physical conduct of a sexual nature. Sexual harassment is unacceptable conduct and will not be tolerated in this Command.
2. This Command is committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness. Sustained readiness and mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel. All Soldiers and Department of the Army civilians will receive semiannual Prevention of Sexual Harassment training. The training will provide Soldiers with an understanding of sexual harassment, reporting procedures, and potential consequences.
3. The chain of command will take appropriate action immediately upon becoming aware of allegations of sexual harassment. Leaders who become aware of incidents involving sexual harassment are obligated to report the incident to their commanders immediately. Should any Soldier, family member or civilian believe that he/she is a victim of sexual harassment, he/she should immediately present their complaint to the chain of command or unit Equal Opportunity Representative. Soldiers may also file a complaint with the 32d AAMDC Equal Opportunity Advisor at Building 2425A (Fort Bliss), Room 209, (915) 568-8587 (office phone), or (915) 309-2899 (cell phone). 32d AAMDC Soldiers and DA civilians not assigned to Fort Bliss can also contact the Post EO or EEO Office at their respective military installations. **Reprisal against individuals exercising their EO or EEO rights will not be tolerated in this command.**
4. A copy of this memorandum will be posted on each bulletin board down to battery level.

“Swift and Sure!”

  
JOHN G. ROSSI  
Brigadier General, USA  
Commanding

DISTRIBUTION: A