MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy Memorandum 17-01, Prevention of Sexual Harassment/Assault

1. I am fully committed in ensuring that Soldiers and DoD Civilians live and work in an environment free of sexual harassment and/or sexual assault. Leaders at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. The prevention of sexual harassment and sexual assault is everyone’s responsibility. Every Soldier and DA Civilian is responsible for treating one another with dignity and respect.

2. Sexual harassment, a form of sex discrimination, is defined in law and regulation as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is made a term or condition of a person’s employment, is used as a basis for career or employment decisions affecting a person, interferes with the performance of an employee, or creates an intimidating, hostile, or offensive working environment.

3. Sexual assault is a crime defined as intentional sexual contact characterized by use of force, physical threat or abuse of authority or when the victim does not or cannot consent. It includes rape, nonconsensual sodomy, indecent assault, or attempts to commit these acts. As the Fort Drum Garrison Commander, I will not condone nor tolerate any form of discrimination, harassment, or assault.

4. Sexual harassment/assault violates federal laws and individual rights, undermines the integrity of the US Army, and interferes with mission accomplishment. Employees have a right to pursue an allegation of sexual harassment/assault simultaneously under 10 United States Code Section 1561 and the Equal Employment Opportunity (EEO) complaint process. Command decisions under Section 1561 are final, with no right of appeal to the courts or the awarding of compensatory damages. I expect all leaders and supervisors to take responsibility in prevention and take prompt and appropriate corrective action on allegations of sexual harassment.

5. Any victim of sexual harassment or sexual assault has the right to report without the fear of retaliation or reprisal. All victims have the right to be treated with fairness, dignity and respect. Leaders at every level will take every effort to support and assist victims. Under no circumstances will a victim be forced to report or receive services against their will.
6. The Fort Drum workforce must understand the importance of this policy and adhere to its principle. All Civilian employees will attend initial Sexual Harassment/Assault Response and Prevention (SHARP) training as new employees to the Army, and thereafter must complete SHARP training annually. I expect all directors to ensure that their employees are in compliance with these training requirements.

7. All employees must take personal responsibility in the prevention of sexual harassment/assault by demonstrating appropriate behavior and the highest standards of conduct in the workplace. Employees who feel they are victims of sexual harassment or assault or individuals who witness inappropriate behavior in the workplace should report it immediately through their chain of command or contact the EEO office at 315-772-6911.

BRYAN J. LASKE
Colonel, SF
Garrison Commander

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