DEPARTMENT OF THE ARMY
HEADQUARTERS, 7TH INFANTRY DIVISION & FORT CARSON
6101 WETZEL AVENUE, BLDG. 1430
FORT CARSON, COLORADO 80913-4145

REPLY TO ATTENTION OF

AFZC-CG

1 November 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH) Policy File #5

1. REFERENCES.

a. Army Regulation 600-20, Army Command Policy, Chapter 7.
b. DA Pamphlet 350-20, Unit Equal Opportunity Training Guide.
c. DA Pamphlet 600-69, Unit Climate Profile Commander's Handbook.
d. Training Circular 26-6, Commander's Equal Opportunity Handbook.
e. Fort Carson Regulation 350-1, Mountain Post Training, 15 April 2002.
f. Fort Carson Regulation 600-26, Fort Carson Affirmative Action Plan.

2. APPLICABILITY. This policy applies to all Fort Carson units, commands, activities, and personnel, whether assigned or attached to Fort Carson. If outside commands or other parent organizations establish conflicting policies, such policies may apply on Fort Carson only if approved by me.

3. PURPOSE. To establish Fort Carson policy for the prevention of sexual harassment.

4. This policy applies to all Fort Carson units, commands, activities, and personnel, whether assigned or attached to Fort Carson. Supplementation of this policy is prohibited unless approved by me in writing. If outside commands or other parent organizations establish conflicting policies, such policies may apply on Fort Carson only if approved by me.

5. PREVENTION OF SEXUAL HARASSMENT (POSH) POLICY.

a. The policy of the United States Army, III Corps, and 7th Infantry Division and Fort Carson is that sexual harassment is unacceptable conduct and will not be tolerated. My intent is that this Division will set the standard in III Corps, for treating everyone (military, family members and civilian) with dignity and respect. We will accomplish this goal by making it our personal and professional business to prevent sexual harassment.

b. Sexual Harassment is defined by law as unwelcome sexual advances, request for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature which is made a term or condition of a person's job, is used as a basis for career or employment decisions affecting a person, interferes with the performance of a Soldier or civilian of this Division, or creates an intimidating, hostile or offensive work environment.

c. Rating and reviewing officials shall evaluate each member's commitment to elimination of unlawful discrimination and/or sexual harassment and document significant deviations from that commitment in evaluation reports. Substantiated formal

complaints require a "Does not support EO" on the NCOER or the OER. This documentation includes administering appropriate administrative, disciplinary, or legal action(s) to correct inappropriate behavior.

d. I expect that every leader will ensure all Soldiers and civilians assigned to their organization clearly understand the sexual harassment policy. Preventing unlawful discrimination is everyone's responsibility. Individuals who perceive that they are being sexually harassed by superiors, supervisors, co-workers or peers should make it clear that such behavior is offensive and report the harassment to the appropriate authority or office (supervisors, equal opportunity advisors, inspector generals, or staff judge advocates). All complaints will be investigated quickly and thoroughly to ensure fairness. I caution all leaders to be diligent in protecting the rights of the victim and the accused. Retaliation against individuals who allege unlawful discrimination will not be tolerated. Please see Policy File #4 for Fort Carson Equal Opportunity Complaint Procedures.

e. Proactive leadership and training are the best methods to prevent equal opportunity and sexual harassment issues. Our goal is to resolve complaints at the lowest level possible, and ensure that all members of the Mountain Post Family are treated with dignity and respect

f. Simply put, this Division cannot execute its mission fully and perform as a team if we cannot trust and depend on each other. I require that every leader take steps to enforce a zero tolerance policy regarding sexual harassment and work to develop an environment built on mutual respect and fairness for all. We respect each other 24 hours a day, on and off duty. There are no exceptions.

6. SUPERSESSION. This policy letter supersedes Commanding General Policy #3, dated 3 February 2003.

7. EXPIRATION. This policy letter will remain in effect until superseded or rescinded.

8. POC for Sexual Harassment is EO, 526-9487/3385. Fort Carson Sexual Harassment Hotline is 526-9468.

ROBERT W. MIXON, JR.
Major General, US Army
Commanding

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