



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3rd Battalion 381st Regiment (TS)
310 Armed Forces Drive
GRAND PRAIRIE, TEXAS 75051

REPLY TO
ATTENTION OF

AFKR-TTC-BD-DBN

27 April 2004

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: Battalion Policy Letter #4: Sexual Harassment Policy Statement

1. References:

- a. FORSCOM Policy Letter, dated 28 Jan 00
- b. Fifth Army Policy Letter #1, dated 28 Aug 00
- c. Brigade Policy Letter

2. Sexual harassment will not be tolerated in this command. It violates the normal standards of honesty and fairness expected of all members of the Armed Forces. Sexual harassment inhibits mission accomplishment and unit cohesion.

3. DOD Directive 1350.2 defines sexual harassment as a form of sex discrimination that involves unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when:

- a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career; or
- b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
- c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

4. Army Regulation 600-20 states that individuals carrying out acts that constitute sexual harassment are punishable under the UCMJ or civil law. I will discipline any soldier who is found guilty of sexual harassment.

5. Personnel with complaints of sexual harassment should report them through the chain-of-command or the Equal Opportunity Representative, MAJ Mabry (254) 288-7011.

6. Ready and Alert!

AFKR- TTC-BD-DBN

SUBJECT: Battalion Policy Letter #4: Sexual Harassment Policy Statement

FERNANDO GUTIERREZ
LTC, QM
Commanding