



**DEPARTMENT OF THE ARMY**  
**1st Infantry Division (Mechanized)**  
**APO, AE 09036**



**Policy No. CG-4**

**Proponent: EO**

**Date: 06 JUN 03**

**SUBJECT: Sexual Harassment Prevention**

1. References.

- a. AR 600-20, Army Command Policy, Chapter 7, Sexual Harassment, 13 May 2002.
- b. AR 20-1, Inspector General Activities and Procedures, 29 March 2002.
- c. USAREUR Command Policy Letter #29, Prevention of Sexual Harassment, 4 May 2003
- d. V Corps Policy Memorandum #2, Prevention of Sexual Harassment, 14 September 2001.
- e. 1st ID Regulation 600-21, 1st ID Human Relations and Equal Opportunity (HREO) Program, 15 May 2002.

2. Sexual harassment and any form of harassment degrading one's dignity is unacceptable behavior and will not be tolerated in this division. It is a form of gender discrimination that may include unwelcome sexual advances, requests for sexual favors and other verbal/or physical conduct of a sexual nature when it interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

3. The prevention of sexual harassment is the responsibility of every soldier and DA civilian and leaders will set the example and standard. If confronted with sexual harassment, everyone has the right to complain. Formal complaints are not necessarily the best course of action at first. Consider the following courses of action.

a. Confront the harasser and tell him/her the behavior is not appreciated and must stop. Prepare what you are going to say, remain focused on the behavior and its impact, and be courteous.

b. Inform the harasser in writing.

c. Request assistance from a third party to speak on your behalf.

d. Report it to the chain of command beginning with the immediate or first line supervisor.

e. File a complaint. See Policy Letter CG-3, EO and Sexual Harassment Complaint Procedures.

4. Division leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity and will ensure complainants are protected from acts of reprisal. Harassment of any form destroys teamwork and negatively affects combat readiness.

5. EO Advisors are fully trained and available to assist commanders and complainants (see Policy Letter CG-3, EO and Sexual Harassment Complaint Procedures). Points of contact for EO issues are Brigade EO advisors at all Brigade headquarters and Division EO advisors at the 1<sup>st</sup> ID HREO Program Management Office in Building 15, Leighton Barracks, DSN 350-6467/7255.

**DUTY FIRST!**

  
JOHN R. S. BATISTE  
Major General, USA  
Commanding