98TH AREA SUPPORT GROUP

"TEAM OF TEAMS"

COMMANDER'S POLICY

POLICY NUMBER: 4	**DATE:** 21 July 2004
SUBJECT: Sexual Harassment	

1. **PURPOSE:** This policy establishes uniform procedures with respect to the prevention of sexual harassment and is applicable to all military and civilian members regardless of their status.

2. **SCOPE:** This policy applies to all 98th ASG personnel.

3. **POLICY:**

a. According to the Secretary of the Army, "the policy of the United States Army is that sexual harassment is unacceptable conduct and will not be tolerated." I fully endorse and support this statement.

b. Sexual harassment is defined as:

(1) A form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when one or more of the following occur:

(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.

(b) Submission to or rejection of such conduct by a person is made as a basis for career or employment decisions affecting that person.

(c) Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

(2) The definition further implies that any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence or affect the career, pay or job of a military member or civilian employee is engaging in sexual harassment.

c. Individuals who feel that they have been subjected to sexual harassment may submit a complaint through their chain of command, Equal Opportunity Office, (military personnel), Equal Employment Opportunity Office (US Civilian Employees), The Work's Council (LN Employees), Civilian Personnel Activity Center, the Inspector General or Chaplain.

d. Sexual harassment is a violation of the high organizational standards necessary for carrying out the Army's mission. Every military and civilian employee of the 98th ASG has a responsibility for maintaining these high standards.

4. All 98th ASG leaders, military and civilians, will examine these matters fairly and effectively. Sexual harassment misconduct will be subject to appropriate disciplinary action.

5. This policy memo supersedes 98th ASG Policy Memo 4, dtd 30 January 2003.

6. "Team of Teams!"

RUSSEL D. SANTALA
Colonel, AD
Commanding