



DEPARTMENT OF THE ARMY
JOINT BASE MYER-HENDERSON HALL
204 LEE AVENUE
FORT MYER, VIRGINIA 22211-1199

REPLY TO
ATTENTION OF:

IMMH-MW

3 Feb 15

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Base Myer-Henderson Hall (JBM-HH) Policy Memorandum
DFMWR-9, Prevention of Sexual Harassment (POSH)

1. REFERENCE. AR 600-20, Army Command Policy, 6 Nov 14.
2. PURPOSE. To ensure all assigned and attached personnel and their family members are familiar with the Army and the Joint Base Commander's policy on the prevention of sexual harassment.
3. APPLICABILITY. This policy is applicable to all military personnel and their family members assigned and attached to JBM-HH.
4. POLICY.
 - a. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature between the same or opposite genders when:
 - (1) 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
 - (2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or
 - (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.
 - b. Sexual Harassment is unacceptable conduct and will not be tolerated. Military leadership at all levels will be committed to creating an environment conducive to maximum productivity and respect for human dignity. Sexual Harassment destroys teamwork and negatively affects combat readiness. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.

IMMH-ZA

SUBJECT: Joint Base Myer-Henderson Hall (JBM-HH) Policy Memorandum #2,
Prevention of Sexual Harassment (POSH)

c. All complainants will be protected from acts or threats of reprisal.

(1) Reprisal is defined as taking or threatening to take unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making or preparing a protected communication.

(2) Examples of retaliation include, but are not limited to, special/unorthodox assignments, details, or taskings; unannounced/short-notice changes to duty rosters; and/or threats or derogatory statements to others about the incident/participants (rumors).

5. PROCEDURES. A copy of this memorandum will be posted on unit and agency bulletin boards where all unit members will have access to it. The JBM-HH Sexual Harassment/Assault Response and Prevention (SHARP) 24/7 Helpline is (202) 498-4009.

6. PROPONENT. The proponent and point-of-contact for this memorandum is the JBM-HH Sexual Assault Response Coordinator (SARC) at (703) 696-6794.


MICHAEL D. HENDERSON
COL, AR
Commanding

DISTRIBUTION: 1