



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS AND HEADQUARTERS COMPANY  
530<sup>TH</sup> COMBAT SUSTAINMENT SUPPORT BATTALION  
BLDG 8536, B AVE  
FORT LEE, VIRGINIA 23801

REPLY TO  
ATTENTION OF:

AFFL-CS-CO

24 February 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Battalion Commander's Policy #4 – Prevention of Sexual Harassment

1. REFERENCES:

- a. AR 600-20, Army Command Policy, 7 June 2006.
- b. DOD Directive 7050.6, Military Whistleblower Protection
- c. DA PAM 350-20, Unit Equal Opportunity Training Guide
- d. DA Form 7279-R, Equal Opportunity Complaint Form
- e. TC 26-6, Commander's Equal Opportunity Handbook
- f. 49<sup>th</sup> QM Group Command Policy Letter #5 – 49<sup>th</sup> Quartermaster Group Policy on Prevention of Sexual Harassment.

2. I will not tolerate sexual harassment of any kind in the 530<sup>th</sup> Combat Sustainment Support Battalion. Sexual harassment is prejudicial to the good order and discipline of the unit, is counter to the Army Values and our Warrior Ethos, and degrades unit readiness.

3. Sexual harassment is a form of gender discrimination that included unwelcomed sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature between the same or opposite genders when:

- a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition for a person's job, pay or career.
- b. 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.

4. Soldiers, family members and civilians are encouraged to file complaints, either informally or formally, seek assistance and/or cooperate with an investigating officer when resolving matters. Complainants may contact their chain of command, Equal Opportunity Leaders/Advisors, the Inspector General, Chaplain, Provost Marshall, Medical Treatment Facility or the Staff Judge Advocate for assistance in handling complaints.

24 February, 2012

SUBJECT: Battalion Commander's Policy #4 – Prevention of Sexual Harassment

5. Training in the Prevention of Sexual Harassment (POSH) and behaviors that constitute sexual harassment will be integrated into unit training schedules during two quarters of the training year. Commanders will brief the status of unit POSH training completed.

6. Leaders at all levels must take a personal interest and swift action in preventing, identifying, reporting and correcting sexual harassment.

7. The point of contact for this policy is the Battalion Executive Officer at (804) 765-3156.

“Warrior Spirit, Warrior Support!”



AUSTIN W. ELLIOTT  
LTC, MS  
Commanding

DISTRIBUTION: A