



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT LEAVENWORTH
290 GRANT AVENUE UNIT 1
FORT LEAVENWORTH, KANSAS 66027-1292

JUL 08 2021

AMIM-LVG-ZA (100)

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #13, Military Equal Opportunity (MEO), Sexual Harassment/Assault Response and Prevention Program, and Harassment Prevention and Response Policy

1. References:

a. Department of Defense Instruction (DoDI) 1020.03 (Harassment Prevention and Response in the Armed Forces), Incorporating Change 1.

b. DoD Instruction (DoDI) 1300.28, Military Service by Transgender Person and Persons with Gender Dysphoria.

c. Department of Defense Instruction (DoDI) 6495.02, Volume I (Sexual Assault Prevention and Response (SAPR) Program Procedures), Incorporating Change 5.

d. Army Regulation 600-20 (Army Command Policy).

e. TRADOC Policy Letter 4, Military Equal Opportunity (MEO), Sexual harassment/Assault Response and Prevention (SHARP) Program, and Harassment Prevention and Response Program.

2. Sexual harassment and sexual assault are unacceptable and contradict the values of the Army and our organization. I am fully committed to the USAG Fort Leavenworth SHARP Program, and ensuring a safe living and working environment for our entire Garrison team (Soldiers, Civilian employees, and Family members). Ultimately, we must ensure our team understands we will not tolerate, condone, or ignore incidents of sexual harassment or sexual assault reports. Sexual harassment and sexual assault destroy teamwork, negatively affect combat readiness, and are punishable under the UCMJ and federal and state laws. We must strive to treat everyone with dignity and respect, consider all allegations of inappropriate behavior with the utmost seriousness, protect the privacy of victims, motivate bystanders to intervene, and hold offenders accountable. Reporting options, victim rights, definitions, and explanations of sexual harassment and sexual assault are attached (Encl 1).

3. Diversity in today's Army is reflective of the changing Nation we serve. I support and am committed to the concepts, policies, and objectives of the Army's MEO Program.

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I expect all of USAG Fort Leavenworth leaders to ensure a workplace for our Soldiers and DA Civilians that is free from harassment and unlawful discrimination on the basis of race, color, religion, national origin, sex (including gender identity and pregnancy), and sexual orientation. Gender identity and pregnancy are not standalone bases of discrimination; they are subsets of sex. I am strongly committed to ensuring discrimination does not exist in our policies, practices, or actions and expect no less than complete support by all within our Garrison community. Successful mission accomplishment is dependent upon an environment where the respect of our diverse backgrounds, where policies and procedures are transparent, where we practice inclusion, and where all team members are treated with dignity and respect. Commanders, leaders, and supervisors should encourage Soldiers to first use their chain of command to resolve their concerns and complaints. In the event a Soldier or Family member wishes to file an MEO complaint, procedures for doing so are attached (Encl 2).

4. This policy memorandum implements The Army Harassment Prevention and Response Program and applies to all Soldiers and Department of Army (DA) Civilians assigned or attached to USAG Fort Leavenworth. However, it does not apply to DA Civilians wishing to file a harassment complaint; they should seek assistance with the Equal Employment Opportunity (EEO) Office. This policy covers hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct (ENCL 3). This policy is punitive in nature. The Army is a values-based organization where everyone will do what is right and treat all persons with dignity and respect. We commit to preventing and eliminating all forms of harassment and will not tolerate violations of this policy. Commanders and directors at all levels are responsible for eliminating these behaviors, preventing abusive treatment of others within their organizations. All personnel experiencing or witnessing online misconduct should report the matter to the chain of command or supervisor. If the individual does not feel comfortable doing so, alternative avenues for reporting include: Family Support Services; MEO; EEO Office (DA Civilians); and Sexual Harassment Assault Response and Prevention. Allegations of criminal behavior will be reported to Army law enforcement. Reported incidents of hazing or bullying allegations will be investigated and substantiated incidents are punishable under the UCMJ. Commanders and directors at all levels will publish Harassment Prevention and Response Program policies IAW AR 600-20 and ensure training is conducted annually.

SUBJECT: Garrison Command Military Equal Opportunity (MEO), Sexual Harassment/Assault Response and Prevention Program, and Harassment Prevention and Response Policy

5. The command will not retaliate against an individual who makes or prepares a protected MEO, SHARP, harassment, or maltreatment related communication.
6. This policy is effective until superseded or rescinded.

3 Encls



JOHN G. MISENHEIMER JR.
COL, AG
Commanding