



**DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON ALASKA
1046 MARKS ROAD #6000
FORT WAINWRIGHT, ALASKA 99703-6000**

AMIM-AKG-EE

AUG 21 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (USAG Alaska Policy #2)

1. References:

- a. a. Army Regulation 600-20, Army Command Policy, Chapter 7, 24 July 2020.
- b. Army Regulation 690-600, Equal Opportunity Discrimination Complaints, 9 February 2004.

2. Sexual harassment is unacceptable conduct and will not be tolerated. I am fully committed to creating and maintaining 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.

3. Prevention of sexual harassment is the responsibility of every Soldier and Department of the Army (DA) Civilian. Leaders are expected to set the standard for Soldiers and DA Civilians to follow.

4. Sexual harassment is 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:

- a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career;
- b. Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or
- c. 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.

5. Any person in a supervisory position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a Soldier or Civilian employee is engaging in sexual harassment. Similarly, any Soldier or Civilian employee

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who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

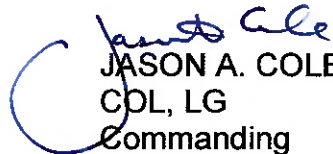
6. I encourage employees to seek assistance from the chain of command in resolving an allegation of sexual harassment whenever possible. Complainants also have free access to the Garrison Sexual Harassment/Assault Response & Prevention (SHARP) representative, Victim Advocates, Equal Opportunity Advisor, 11th Airborne Division Equal Opportunity Office, Inspector General, Staff Judge Advocate, Chaplain, and Provost Marshal. A twenty-four hour 11th Airborne Division Sexual Harassment Hotline is available at (907) 231-7432. Supervisors will ensure that any person filing a complaint is free from restraint, interference, coercion, discrimination, or reprisal.

7. Supervisors will ensure that all employees are familiar with the Army's policy on sexual harassment and that contact information for the local EEO office, SHARP representative, and Victim Advocate is publicly posted and accessible. DA Civilian employees wishing to discuss a potential sexual harassment complaint should contact the Garrison EEO at 353-6917.

8. Complainants will be protected from acts or threats of reprisal. Any complainant who fears that their report of sexual harassment will subject them to retaliation from their supervisory chain may approach the EEO office directly, contact the Staff Judge Advocate, or utilize my open door policy.

9. I expect anyone who witnesses an act of sexual harassment to immediately act on that information, either by interceding or reporting. Fort Wainwright enjoys a tremendous reputation for equal treatment among all its personnel. I count on you to maintain the high standards already established.

10. This policy supersedes USAG Alaska Policy #2, subject: Prevention of Sexual Harassment, dated 23 July 2021.


JASON A. COLE
COL, LG
Commanding

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