



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, NATIONAL TRAINING CENTER AND FORT IRWIN
FORT IRWIN, CA 92310-5000

AFZJ-CG

23 MAY 12

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: NTC Policy Letter 04, Prevention of Sexual Harassment (POSH)

1. PURPOSE: To establish the Fort Irwin policy on POSH.
2. APPLICABILITY: This applies to military personnel, Family members, and DA civilians.
3. REFERENCE: Army Regulation 600-20, Army Command Policy, Chapters 7, 8, and Appendix D, Sexual Harassment Complaint Processing System, 4 August 2011.
4. POLICY: I am committed to ensuring that Soldiers, Civilian employees, and Family members live and work in an environment free of sexual harassment and sexual assault. Sexual harassment and sexual assault are punishable under the Uniform Code of Military Justice and other federal and local laws.
 - a. Leaders at every level must be committed to creating and maintain an environment that promotes productivity and respect for human dignity. Sexual harassment and sexual assault are offenses contrary to Army Values and the Warrior Ethos, and will not be tolerated or condoned.
 - b. Individuals who feel that they are being sexually harassed and/or sexually assaulted should seek relief at the lowest level possible and request assistance from their chain of command, or through other channels such as the Criminal Investigations Division, Chaplain, Inspector General, Provost Marshal, or Office of the Staff Judge Advocate.
 - c. All leaders and individuals must take allegations of sexual harassment and sexual assault seriously and investigate promptly. Commanders will ensure that individuals who feel that they are being sexually harassed are permitted to file complaints without fear of intimidations, harassment, or reprisal.
5. PROPONENT: Points of contact for this information in the Installation EOA at 380-3087.


TERRY FERRELL
Brigadier General, USA
Commanding

DISTRIBUTION: A