



**DEPARTMENT OF THE ARMY**  
WARRIOR TRANSITION UNIT  
U.S. ARMY MEDICAL DEPARTMENT ACTIVITY  
WEST POINT, NEW YORK 10996-1197

REPLY TO  
ATTENTION OF:

MCUD-WTU

13 May 2010

MEMORANDUM FOR Personnel Assigned/Attached to Warrior Transition Unit, West Point, New York  
10996

SUBJECT: Policy Memorandum # 4, Prevention of Sexual Assault & Harassment (POSH)

1. **REFERENCES:** AR 600-20, Army Command Policy  
AR 600-21, Equal Opportunity in the Army  
AR 690-600, Equal Employment Opportunity Discrimination Complaints  
DA Pam 350-20, Equal Opportunity Training Guide
2. **PURPOSE:** To ensure Warrior Transition Unit Soldiers, Civilian employees, and their Family members are aware of the Commander's policy on the Prevention of Sexual Assault & Sexual Harassment.
3. **POLICY:**
  - a. 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. Any Soldier or civilian in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another Soldier or Civilian employee is engaging in sexual harassment. Moreover, anyone who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
  - b. The policy of the Army is that sexual harassment is unacceptable conduct and will not be tolerated. I am committed to the Army's policy and the enforcement of this policy at this company. All levels of leadership in this command will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity of all personnel. 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.
  - c. Individuals are encouraged to use the chain of command for redress of grievances. However, other channels are available for further assistance, guidance, and redress.
  - d. All members of the company have the right to present complaints without fear of reprisals, intimidation or harassment. The chain of command will ensure that complaints and witnesses are protected from reprisals and retaliation.

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e. Complainants may choose to file either an informal or formal complaint. Regardless of what type of complaint is filed, the agency that receives the complaint will tell the complainant what role the agency has, what will be done with the complaint and assist the Commander in resolving the complaint at the lowest level possible. The complainant and accused have the option to appeal the results.

f. Soldiers knowingly making false allegations of Sexual Harassment for personal gain will not be tolerated and will be dealt with under UCMJ authority. Sexual Harassment policies exist to protect Soldiers and are not a tool for personal gain or revenge.

4. I will not tolerate sexual harassment of any type. Every Soldier and civilian will help prevent instances of sexual harassment. I expect every Soldier and their leader to take swift and positive steps to help eradicate biased behaviors and sexual harassment.

5. This policy supersedes all previous policies on this subject.

6. Point of contact is the undersigned at (845) 938-0264.

  
SCOTT M. SMILEY  
CPT, IN  
Commanding

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