

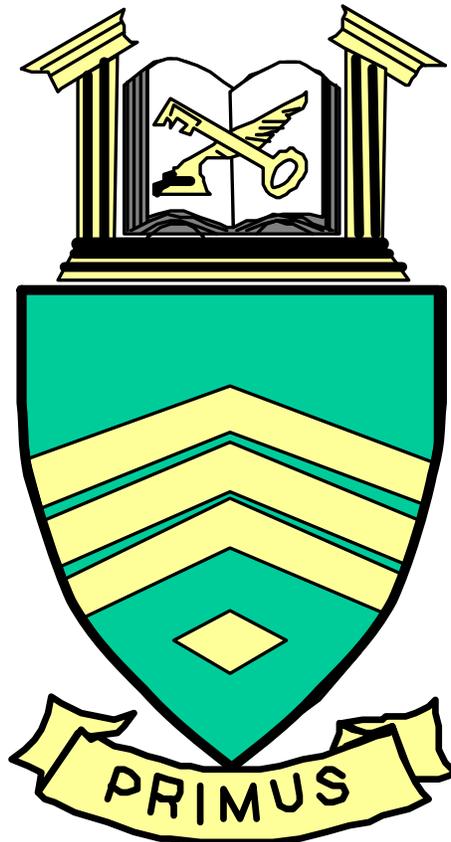
U.S. ARMY SERGEANTS MAJOR ACADEMY (FSC-TATS)

L663

OCT 04

EQUAL OPPORTUNITY/SEXUAL HARRASSMENT

**STUDENT HANDOUT**



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## Appendix D

### HANDOUTS FOR LESSON 1: L663 version 1

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This appendix contains the items listed in this table--

<b>Title/Synopsis</b>	<b>Pages</b>
SH-1, Advance Sheet	SH-1-1 and SH-1-2
SH-2, Army Policy Memorandum on Equal Opportunity	SH-2-1 and SH-2-2
SH-3, Army Equal Opportunity Complaint Procedures	SH-3-1 and SH-3-2
SH-4, HQDA Message, Dignity and Respect	SH-4-1 thru SH-4-3
SH-5, Don't Ask, Don't Tell Trifold	SH-5-1 thru SH-5-3
SH-6, Student Notes	SH-6-1 thru SH-6-12

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# Student Handout 1

## Advance Sheet for L663

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**Lesson Hours** This lesson consists of three hours of small group instruction.

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**Overview** Squads, platoons, and companies are the levels of the Army in which soldiers spend most of their military careers. Each squad, section, or crew becomes a tightly knit family where soldiers know one another intimately—their likes, dislikes, their faults, strengths, their beliefs and ideas. It is these small groups of soldiers who determine to a large extent whether we win or lose wars. As leaders, it is your responsibility not only to recognize and manage differences among yourselves, but also to recognize and manage differences among those you lead. It is imperative that you, as military leaders, recognize and manage diversity so that it does not interfere with the Army's mission effectiveness or ability to fight and win on the battlefield. Your challenge is to execute your leadership duties to support and implement the Army's Equal Opportunity/Sexual Harassment programs.

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**Learning Objective** Terminal Learning Objective (TLO)

<b>Action:</b>	Implement the Army's Equal Opportunity/Sexual Harassment programs.
<b>Conditions:</b>	As a first sergeant in a classroom environment given AR 600-20 and Student Handouts 1 thru 6.
<b>Standards:</b>	Implemented the Army's Equal Opportunity/Sexual Harassment programs IAW AR 600-20, Students Handouts 4 and 5.

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**ELO A** Interpret the Army's Equal Opportunity policy.  
**ELO B** Interpret the Army's Sexual Harassment policy.  
**ELO C** Interpret the Army's policy on military conduct as it pertains to extremist activities, soldier relationships, language policy, homosexual conduct policy, and hazing.

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**Assignment** The student assignments for this lesson are:

- Study AR 600-20, paragraphs 4-12 thru 4-15, 4-19, 4-20, Chapter 6, Chapter 7, and Appendix E.
- Read Student Handouts 1 thru 5.

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**Additional Subject Area Resources** None

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**Bring to Class** AR 600-20.  
Student Handouts 1 thru 6.  
Pen or pencil and writing paper.

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**Note to Students**

It is your responsibility to do the homework prior to class. We expect you to come to class prepared and participate in the small group discussion by providing information you learned from your individual study, as well as your personal and observed experiences. Failure to study and read the assignments above will result in your inability to fully participate with the rest of the group. Not having your input affects the group's ability to fully discuss the information.

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## Student Handout 2

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This student handout contains the Army Policy Memorandum on Equal Opportunity.

**Disclaimer:** The training developer downloaded the material from the [www.armyg1.army.mil](http://www.armyg1.army.mil) homepage. The text may contain passive voice, misspellings, grammatical errors, etc., and may not be in compliance with the Army Writing Style Program.

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## **Army Policy Memorandum on Equal Opportunity**

“America’s Army serves as the nation’s leader in equal opportunity. This success comes from total commitment to the ideals upon which our country was founded. We must continue our strong leadership in this area to ensure equal opportunity for all. To accomplish this, we, the Army’s senior leadership, reaffirm our commitment to these principles and will work to ensure the equal opportunity and freedom from sexual harassment are standard in America’s Army.

People are the cornerstone of readiness. Sophisticated weapons systems and modern technology are of little value without a dedicated, trained team of professional soldiers and civilians. They must know they will be treated fairly, and with dignity and respect in all aspects of performing the mission. They have a right to expect from their leadership an environment in which their efforts can be fully directed toward mission accomplishment and not detracted by unequal treatment. Leaders are expected to enforce the Army’s standards.

We are justifiably proud of the many accomplishments the Army has made in the field of human rights; however, much remains to be done. Leaders at all levels must continue to ensure the environment in which our soldiers and civilians work and live is free from discriminatory practices. Each individual has a right to compete for advancement based upon abilities and merit, irrespective of race, color, religion, gender, or national origin. Army civilians are further protected against discrimination based on age and physical or mental disability. Leaders at all levels have an obligation to create and maintain an environment with zero tolerance for discrimination and harassment.

We must continue to demonstrate that America’s Army is the equal opportunity leader for the nation and the institution where men and women of diverse backgrounds can achieve their full potential in support of the Army’s mission.”

***Signed by:  
Army Chief of Staff  
and the Secretary of the Army***

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## Student Handout 3

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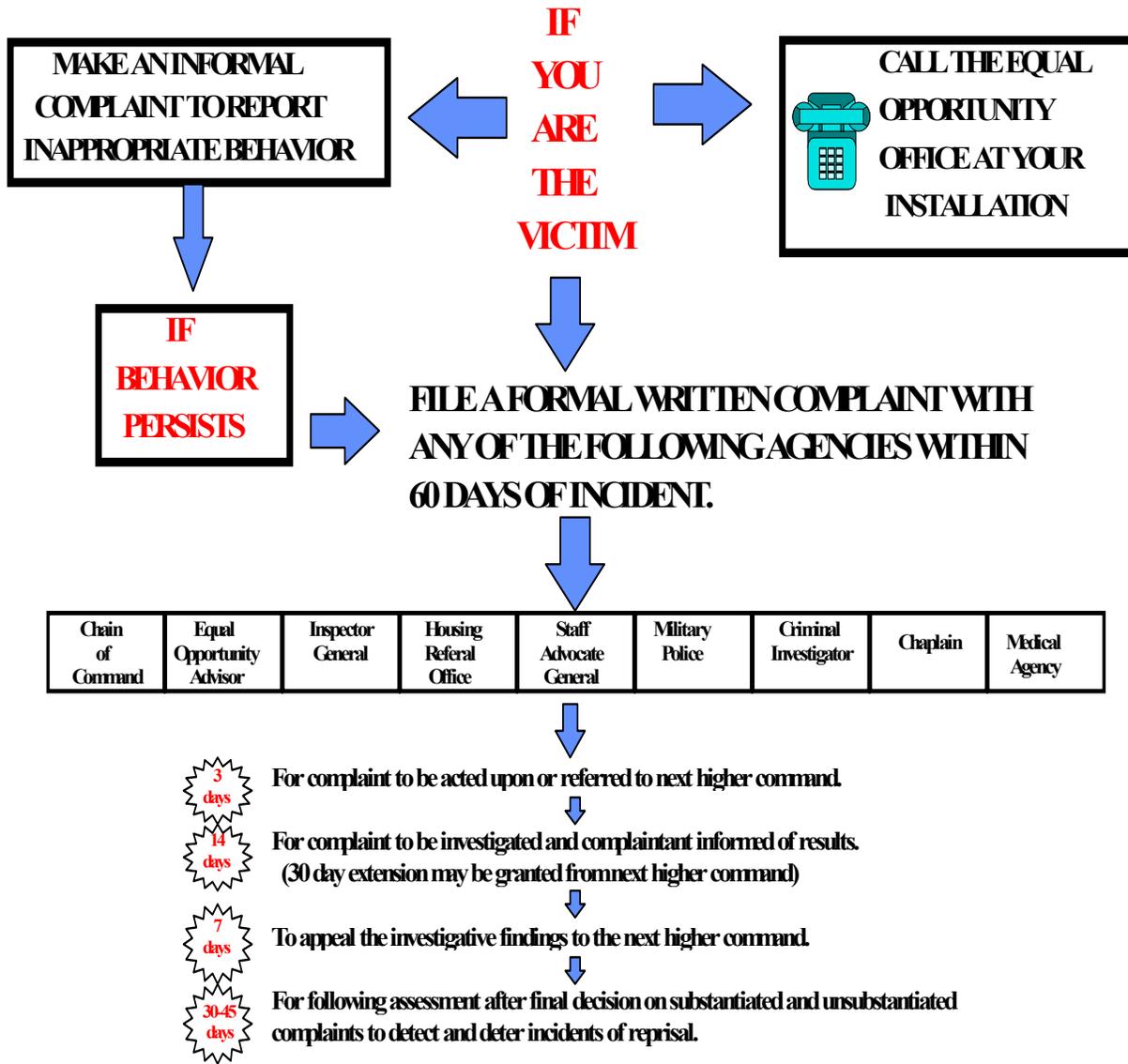
This student handout contains the Army Equal Opportunity Complaint Process.

**Disclaimer:** The training developer downloaded the material from the [www.armyg1.army.mil](http://www.armyg1.army.mil) homepage. The text may contain passive voice, misspellings, grammatical errors, etc., and may not be in compliance with the Army Writing Style Program.

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# THE ARMY EQUAL OPPORTUNITY COMPLAINT PROCESS



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## **Student Handout 4**

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This Student Handout contains 2 pages of the HQDA Message on Homosexual Conduct Policy.

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UNCLASSIFIED  
ROUTINE  
R 101700ZJAN00  
FM HQDA WASHINGTON DC//DAPE-HR-L//  
TO ALARACT  
INFO HQDA WASHINGTON DC//DAPE-HR-L//

SUBJECT: HOMOSEXUAL CONDUCT POLICY

1. REFERENCE SECRETARY OF THE ARMY AND CHIEF OF STAFF, ARMY MESSAGE DATED 101800ZJAN00, SUBJECT: DIGNITY AND RESPECT FOR ALL.

2. THIS MESSAGE PROVIDES THE ARMY'S GUIDANCE ON THE IMPLEMENTATION OF THE AUGUST 12, 1999 OFFICE OF THE SECRETARY OF DEFENSE ADDITIONAL GUIDANCE ON THE HOMOSEXUAL CONDUCT POLICY IN THE ARMED FORCES.

3. THE SECRETARY AND THE CHIEF OF STAFF AFFIRM THAT TREATING SOLDIERS WITH DIGNITY AND RESPECT IS A BEDROCK VALUE FOR THE ARMY. WE DECLARE THAT THERE IS NO ROOM FOR HARASSMENT OR THREATS TO ANY SOLDIER IN OUR ARMY FOR ANY REASON. THEREFORE, AS THE SENIOR LEADERS OF THE ARMY WE ARE DETERMINED TO CONTINUE TO IMPLEMENT THE DOD HOMOSEXUAL CONDUCT POLICY WITH EQUITY AND FAIRNESS TO ALL OF OUR SOLDIERS.

4. THE ESSENTIAL ELEMENTS OF THE DEPARTMENT OF DEFENSE POLICY REGARDING HOMOSEXUAL CONDUCT ARE BASED ON TITLE 10, UNITED STATES CODE, AND ARE UNCHANGED. HOWEVER, IN ORDER TO PROTECT FULLY THE RIGHTS OF ALL PERSONNEL, THE FOLLOWING ADDITIONAL GUIDANCE IS PROVIDED.

1A. ALL SOLDIERS WILL RECEIVE REFRESHER TRAINING ON HOMOSEXUAL CONDUCT POLICY WITHIN 90 DAYS OF THE DATE OF THIS MESSAGE. THE DEPUTY CHIEF OF STAFF FOR PERSONNEL WILL ESTABLISH A WORLD-WIDE-WEB PAGE WITH RESOURCE MATERIAL AND PUBLISH TRAINING MATERIALS TO BE USED IN THIS TRAINING. THESE TRAINING MATERIALS ARE AVAILABLE AT THAT WEBSITE: [WWW.ODCSPER.ARMY.MIL](http://WWW.ODCSPER.ARMY.MIL).

1B. TRADOC HAS BEEN DIRECTED TO INCORPORATE INSTITUTIONAL TRAINING ON HOMOSEXUAL CONDUCT POLICIES INTO ALL STAGES OF THE PROFESSIONAL MILITARY EDUCATION (PME) SYSTEM WITHIN 90 DAYS OF THE DATE OF THIS MESSAGE.

1C. THE ARMY INSPECTOR GENERAL HAS BEEN CHARGED TO SPECIFICALLY INSPECT HOMOSEXUAL CONDUCT POLICY TRAINING THROUGHOUT THE ARMY AND THE RESERVE COMPONENTS BEGINNING FEBRUARY 11, 2000.

1D. THE ARMY JUDGE ADVOCATE GENERAL HAS BEEN TASKED TO CREATE PROCEDURES FOR INSTALLATION-LEVEL STAFF JUDGE ADVOCATES TO USE WHEN CONSULTING WITH SENIOR LEGAL OFFICERS ON CASES INVOLVING HOMOSEXUAL CONDUCT.

1E. VERBAL ADMISSION OF HOMOSEXUALITY MAY BE GROUNDS FOR DISCHARGE. COMMANDERS MUST, HOWEVER, DETERMINE WHETHER ADMISSIONS ARE CREDIBLE. IN MOST CASES OF HOMOSEXUAL ADMISSION, NO INVESTIGATION IS REQUIRED. HOWEVER, IN INSTANCES WHERE THE COMMANDER FEELS THAT THE ADMISSION MAY NOT BE CREDIBLE, AN INQUIRY MAY BE APPROPRIATE AND WILL BE CONDUCTED PURSUANT TO AR 600-20. THE INITIATION OF ANY SUBSTANTIAL INVESTIGATION INTO WHETHER AN ADMISSION OF HOMOSEXUALITY WAS MADE FOR THE PURPOSE OF SEEKING SEPARATION FROM THE ARMY AND/OR WHETHER RECOUPMENT OF FINANCIAL BENEFITS IS WARRANTED MUST BE APPROVED AT THE ARMY SECRETARIAT LEVEL. A "SUBSTANTIAL INVESTIGATION" IS DEFINED AS ONE THAT EXTENDS BEYOND QUESTIONING THE MEMBER, INDIVIDUALS SUGGESTED BY THE MEMBER FOR INTERVIEW, AND THE MEMBER'S IMMEDIATE SUPERVISORY CHAIN OF COMMAND. THE SECRETARY HAS DESIGNATED THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS (ASA M&RA) AS THE APPROVAL AUTHORITY FOR INITIATION OF SUBSTANTIAL INVESTIGATIONS. REQUESTS FOR APPROVAL WILL BE FORWARDED THROUGH COMMAND CHANNELS TO THE ASA (M&RA). NO

FURTHER ACTION WILL BE TAKEN, INCLUDING PROCESSING THE SOLDIER FOR DISCHARGE, UNTIL EITHER PERMISSION FOR INITIATING THE INVESTIGATION IS DENIED OR PERMISSION IS GRANTED AND THE INVESTIGATION IS CONCLUDED. IF ALL APPLICABLE ARMY REGULATIONS WILL BE REVISED AS QUICKLY AS POSSIBLE TO REFLECT THIS GUIDANCE. THE DEPUTY CHIEFS OF STAFF FOR OPERATIONS AND PERSONNEL WILL WORK TO REVISE AR 350-1 AND MANDATE ANNUAL TRAINING ON THE HOMOSEXUAL CONDUCT POLICY.

5. FINALLY, IN OUR ARMY WE EXPECT THAT ALL SOLDIERS WILL BE TREATED WITH DIGNITY AND RESPECT AT ALL TIMES, AND WILL BE AFFORDED A SAFE AND SECURE ENVIRONMENT IN WHICH TO LIVE AND WORK. HARASSMENT OF SOLDIERS FOR ANY REASON, TO INCLUDE PERCEIVED SEXUAL ORIENTATION, WILL NOT BE TOLERATED. WE EXPECT COMMANDERS AT EVERY LEVEL TO TAKE APPROPRIATE ACTION TO PREVENT HARASSMENT OF OR THREATS AGAINST ANY MEMBER OF OUR ARMY. ONCE AGAIN WE ARE DETERMINED TO CONTINUE TO IMPLEMENT THE DOD HOMOSEXUAL CONDUCT POLICY WITH FAIRNESS TO ALL BECAUSE THAT IS THE RIGHT THING TO DO FOR OUR SOLDIERS.

UNCLASSIFIED

This message can be downloaded at:

<http://www.armyg1.army.mil>

## Student Handout 5

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This Student Handout contains 2 pages of the “Don’t Ask, Don’t Tell”, give this handout to the students to keep for future reference.

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## **In The Army...**

Treating soldiers with dignity and respect is a bedrock value for the Army. There is no room for harassment or threats in the military. The Army is determined to implement the "Don't Ask, Don't Tell" Policy with fairness to all concerned. This policy must be clearly understood and fairly enforced.

## **What Did the Congress Say?**

In 1993, Congress made a finding that engaging in, attempting to engage in, or soliciting another to engage in homosexual acts is grounds for discharge from the military. Congress said that military service by those who have demonstrated a propensity to engage in homosexual acts creates an unacceptable risk to morale, good order and discipline, and unit cohesion. Therefore, the long-standing element of military law that prohibits homosexual conduct continues to be necessary in the unique circumstances of military service.

It was the sense of Congress that applicants should not be asked about homosexuality as part of the processing of individuals entering into the Armed Forces in the absence of a determination by the Secretary of Defense that such questions are necessary. Applicants for military service are no longer asked about their sexual orientation.

Army policy is a balance of the legal prohibition of homosexual conduct with the privacy rights of Soldiers.

## **What Does the Law Say?**

United States Code Title 10 addresses homosexuality in the armed services. The code recognizes that one of the most critical elements in combat capability is unit cohesion. The code affirms that the armed forces must maintain personnel policies that exclude persons who would create an unacceptable risk to unit cohesion. Title 10 recognizes that military life is fundamentally

different from civilian life and concludes that the presence of individuals in the armed forces who engage in homosexual acts creates an unacceptable risk to unit cohesion and standards of morale, good order and discipline.

## **What Does “Don’t Ask” mean?**

According to Department of Defense and Army policy, a person’s sexual orientation is considered a personal and private matter that is not a bar to military service unless manifested by homosexual conduct. Upon entry into the Army, applicants may not be asked nor required to reveal their sexual orientation. Applicants will not be asked if they have engaged in homosexual conduct. While on Active Duty soldiers will not be asked about their sexual orientation unless there is credible evidence of homosexual conduct.

## **What does “Don’t Tell” mean?**

“Don’t Tell” is the opposite side of the coin from “Don’t Ask”. It means simply that soldiers should not disclose or discuss their sexual orientation or conduct. If a soldier admits publicly to being a homosexual, the commander will start an informal inquiry or investigation to determine if credible evidence exists to warrant separation.

## **What Is Not Credible Evidence?**

- Rumors that a soldier is homosexual
- Others opinions that a soldier is homosexual
- Going to a homosexual bar, reading homosexual publications, associating with known homosexuals or marching in homosexual rights rally in civilian clothes
- Reporting threats or accusations of being homosexual

## **What Is Credible Evidence?**

- A statement by a reliable person that the soldier has engaged in a homosexual act, heard the soldier state that he or she was homosexual or that the soldier had married or attempted to marry a member of the same sex
- A statement by a reliable person that they had observed or discovered a soldier saying or putting in writing a statement acknowledging a homosexual act or the intent to engage in a homosexual act

## **What Is Considered Grounds for Investigation?**

Commanders can only begin an investigation or fact-finding inquiry if credible evidence of possible homosexual conduct exists. This means that before an investigation begins, a commander must have a reasonable belief that a soldier has:

- engaged in a homosexual act;
- stated that he or she is a homosexual or otherwise indicate a propensity to engage in homosexual conduct; or
- married or attempted to marry a person of the same sex.
- In most cases, when a soldier freely admits to being a homosexual, investigations are not needed in order for a separation to occur.

## **How Do Investigations Proceed?**

When the commander has credible evidence, he or she initiates an inquiry. Commanders are required to consult with legal advisors prior to initiating any investigation into alleged homosexual conduct.

## What Can I do If I Am Threatened or Harassed?

A soldier who feels harassed or threatened for any reason should report the harassment or threat at once to his or her commander.

Under DoD and Army Policy, the fact that a person reports being threatened or harassed because he or she is said or is perceived to be a homosexual shall not, by itself, constitute credible information justifying the initiation of an investigation of the threatened or harassed soldier.

It is Army policy that soldiers can report threats, harassment or violence to the command, free of harm or reprisal. Commanders will take appropriate action to protect the safety of soldiers who report threats or harassment. Appropriate action should include prompt investigation of the threat or harassment itself.

Threats or harassment based on a soldier's perceived or alleged homosexuality does not, by themselves, constitute credible information justifying an inquiry about possible homosexual conduct by the harassed soldier.

## Who Can I Talk With in Confidentiality?

A soldier can discuss any topic regarding sexual orientation with a Legal Assistance Attorney or Chaplain because they are generally not required to disclose the contents of a privileged communication or take any actions, of which the soldier does not approve.

## Summary of Current Army Policy.

On 13 May 2002, the Secretary of the Army signed Army Regulation 600-20, entitled Army Command Policy. Chapter 4-19 defines the Army's homosexual conduct policy. The policy implements section 654 of Title 10, United States Code and states that suitability to serve in the Army is based on conduct and the ability to meet required standards of duty performance and discipline. Homosexual conduct is defined as an act or a statement by a soldier that demonstrates a propensity or intent to engage in homosexual acts, the solicitation of another to engage in a homosexual act or acts, or a homosexual marriage or attempted marriage.

**The challenge to all soldiers is to comply with the law that prohibits homosexual conduct while at the same time respecting the privacy and dignity of every soldier.**

# "Don't Ask"

# "Don't Tell"

## Questions and Answers

### The U.S. Army's Homosexual Conduct Policy



Trifold is available at:  
<http://www.armyg1.army.mil>

## **Student Handout 6**

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This Student Handout contains 11 pages of the slides, three on a page, for students to use as note taking material.

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## COMMANDER'S RESPONSIBILITIES

- **Personally responsible and accountable for EO climate.**
- **Develop and implement EO programs that enhance unit cohesion, esprit, and morale.**
- **Act on complaints within 72 hrs.**
- **Identify unlawful discriminatory practices.**
- **Promote EO and interpersonal harmony.**
- **Assign EOAs to their personnel or coordinating staff.**
- **Be in the EOAs rating scheme.**

L663/OCT04M/GT-1

First Sergeant Course

## COMMANDER'S RESPONSIBILITIES (cont)

- **Conduct EO training on a continuing basis for all assigned or attached personnel.**
- **Monitor and assess the execution of EO programs and policies.**
- **Involve public affairs personnel at every level of command in planning and publicizing EO programs and initiatives.**
- **Publish/post EO policy.**
- **Company level commanders will conduct unit climate assessment within 90 days (USAR, 180) within assuming command and annually thereafter.**

L663/OCT04M/GT-2

First Sergeant Course

## COMMANDER RESPONSIBILITIES (cont)

- **Encourage soldiers to use chain of command.**
- **Take appropriate action to prevent incidents of intimidation, harassment, or reprisals against those who file EO complaints.**
- **Take appropriate action on those that violate Army policy.**
- **Monitor EOR demographics.**
- **Report all EO training at quarterly training briefings.**

L663/OCT04M/GT-3

First Sergeant Course



## THE ARMY'S EQUAL OPPORTUNITY POLICY

Provide equal opportunity and fair treatment for military personnel, family members and DA civilians, without regard to race, color, gender, religion, or national origin, and provide an environment free from unlawful discrimination and offensive behavior.

L683/OCT04M/GT-7

First Sergeant Course

## THE ARMY'S EO POLICY (cont)

- Applies both on and off post, during duty and non duty hours.
- Applies to working, living, and recreational environments (including both on and off- post housing).

L683/OCT04M/GT-8

First Sergeant Course

## EO COMPLAINT PROCESS

- Individual rights. (Soldiers, family members, and DA civilians.)
  - Present a complaint to the command without fear of intimidation, reprisal, or harassment.
  - Communicate with the commander concerning their complaint.
  - Receive assistance when submitting a complaint.
  - Receive training on the Army's EO complaint and appeals process.

L683/OCT04M/GT-9

First Sergeant Course

## EO COMPLAINT PROCESS (cont)

- Individual responsibility.
  - Advise the command of the specifics of sexual harassment and unlawful discrimination complaints and provide the command the opportunity to take appropriate action to resolve/rectify the issue.
  - Submit only legitimate complaints and exercise caution against unfounded or reckless charges.
- Attempt to resolve a complaint by informing the offender that the behavior must stop.

L663/DCT04MGT-10

First Sergeant Course

## TYPES OF COMPLAINTS

### Informal

Any complaint that a soldier, family member or DA civilian does not wish to file in writing.

- May be resolved directly by the individual, help from another unit member, the commander or other person in the complaint's chain of command.
- Not subject to time constraints.
- Person working on resolution should file a MFR.
- Chain of command is not the only channel available to resolve a complaint.

L663/DCT04MGT-11

First Sergeant Course

## ALTERNATIVE AGENCIES

- A higher echelon commander
- Equal Opportunity Advisor
- Inspector General
- Chaplain
- Provost Marshal
- Medical agency personnel
- Staff Judge Advocate
- Chief, Community Home finding Referral and Relocation Services (CHRRS)

L663/DCT04MGT-12

First Sergeant Course

## TYPES OF COMPLAINTS (cont)

### Formal

Complaint files in writing and swears to the accuracy of the information. Filed using DA Form 7279-R.

- Part 1: Specifies alleged concern.
- "Requested Remedy" block serves a variety of purposes both the to the complainant and the command.
- File complaint within 60 days of alleged incident.
- Complainant should file with the commander at the lowest echelon of command.

L663/DCT04MGT-13

First Sergeant Course

## ALTERNATIVE AGENCIES ACTIONS

- Report identified criminal activity instances to the Provost Marshal or CID.
- Refer incidents of sexual assault or rape to medical agencies.
- Refer allegations of unlawful discrimination in housing (both on and off post), to the housing division.
- Report complaints against senior officers and SES civilians with the US Army Inspector General Agency at the Pentagon.

L663/DCT04MGT-14

First Sergeant Course

## COMMANDER ACTIONS

- Ensure that the complainant has been sworn to the complaint on DA Form 7279-R.
- Report formal complaints to General Courts-Martial Convening Authority (GCMCA) within 72 hours.
- Provide progress report to GCMCA within 20 days and 14 days thereafter until completed.
- Conduct investigation IAW AR 15-6.
- Implement a plan to protect all concerned. It will include meetings/discussions with:  
1. Complainant 2. Perpetrator 3. Witnesses, and selected members of chain of command.

L663/DCT04MGT-15

First Sergeant Course

## INVESTIGATION TIME LINES

- Commander/investigation officer has 14 calendar days (3-weekend drills, RC) to conduct an investigation.
- A 30-day extension granted from the next higher command if circumstances require it.
- Additional extension approved by the first general officer in chain of command.

L663/OCT04M/GT-16

First Sergeant Course

## APPEALS PROCESS

- Present DA Form 7279-R, Part IV, within 7 calendar days (next multiple unit training activity (MUTA 4 drill period, RC).
- Once initiated, the commander has 3 calendar days (one MUTA 4 drill period, RC) to refer appeal to next higher command.
- Next higher commander has 14 days (3 MUTA 4 periods, RC) to review the case and provide written feedback on the results of the appeal.
- If not resolved at Bde level, the General Courts Martial Convening Authority then has final decision authority (Decision is final).

L663/OCT04M/GT-17

First Sergeant Course

## MANDATORY EO TRAINING REQUIREMENTS

- Conduct EO/sexual harassment training quarterly.
- Document training on training schedule and lead the training.
- Must include type of training, instructor, length of training, roster of attendees, and issues covered.
- Issues must be of local or Army wide importance.
- As a minimum, two quarters will consist of prevention of sexual harassment training.

L663/OCT04M/GT-18

First Sergeant Course

## CHAIN OF COMMAND RESPONSIBILITIES

- Ensure personnel are familiar with Army policy on sexual harassment.
- Publish/post command policy statements.
- Assess the unit's command climate regarding sexual harassment.
- Set the standard.

L663/OCT04M/GT-19

First Sergeant Course

## DEFINITION OF SEXUAL HARASSMENT

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 submission or rejection:

- Makes it a term for a person's job, pay or career.
- Used as basis for career/employment decisions affecting that person.
- Creates an intimidating, hostile or offensive working environment.

L663/OCT04M/GT-20

First Sergeant Course

## SEXUAL HARASSMENT CATEGORIES

- Verbal.
- Nonverbal.
- Physical contact.

L663/OCT04M/GT-21

First Sergeant Course

## QUID PRO QUO

- Latin term meaning, "This for that."
- Conditions placed upon a person's career or terms of employment in return for sexual favors.
- Promises of career advancement, promotions, and other benefits, should the victim give in to the sexual advances.

L663/OCT04M/GT-22

First Sergeant Course

## HOSTILE ENVIRONMENT

**OCCURS WHEN SOLDIERS OR CIVILIANS ARE  
SUBJECTED TO:**

- Offensive
- Unwanted
- Unsolicited

**Comments and/or behaviors of a sexual nature.**

L663/OCT04M/GT-23

First Sergeant Course

## DEALING WITH SEXUAL HARASSMENT

- Direct approach.
- Indirect approach.
- Third party.
- Chain of command.
- File a formal complaint.

L663/OCT04M/GT-24

First Sergeant Course



## NOT CREDIBLE EVIDENCE

- Rumors that a soldier is homosexual.
- Others opinion that a soldier is homosexual.
- Going to a homosexual bar, reading homosexual publications, associating with known homosexuals or marching in homosexual rights rally in civilian clothes.
- Reporting threats or accusations of being homosexual.

L663/OCT04M/GT-28

First Sergeant Course

## CREDIBLE EVIDENCE

- A statement by a reliable person that the soldier engaged in a homosexual act, heard the soldier state that he or she was homosexual or that the soldier had married or attempted to marry a member of the same sex.
- A statement by a reliable person that they observed a soldier saying or writing a statement acknowledging a homosexual act or intent to engage in a homosexual act.

L663/OCT04M/GT-29

First Sergeant Course

## HAZING

- Rite of passage.
- Physically striking another to inflict pain.
- Piercing another's skin in any manner.
- Forcing or requiring consumption of excessive amounts of food, alcohol, drugs, or other substances.
- Encouraging participation in illegal, harmful, demeaning, or dangerous acts.
- Soliciting or coercing another to participate in such activity is also considered hazing.

L663/OCT04M/GT-30

First Sergeant Course

## AUTHORIZED ACTIVITIES

- **Physical/mental hardships associated with operations or operational training.**
- **Administrative corrective measures.**
- **Extra military instruction or training.**
- **Physical training or remedial physical training.**
- **Other similar activities.**

L663/OCT04/VGT-31

First Sergeant Course

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