




NEW JERSEY ARMY NATIONAL GUARD  
Headquarters, 5<sup>th</sup> Squadron 117<sup>th</sup> Cavalry  
2560 South Delsea Drive  
Vineland, New Jersey 08360

1 February 2004

**COMMAND REGARDING SEXUAL HARASSMENT POLICY**

1. There are few things more destructive or debilitating to morale and performance in the workplace than sexual harassment. It is unethical and detrimental to the Army values which all of us are sworn to defend. All personnel should be guaranteed a work atmosphere free from all forms of discrimination, including sexual harassment.
2. Sexual harassment interferes with mission effectiveness. Sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature constitute sexual harassment when:
  - a. Submission to such conduct is made either explicitly or implicitly as a term or condition of a person's job, pay, and career.
  - b. Submission to or rejection of such conduct by a person is used as a bias for career or employment decisions affecting this person.
  - c. Such conduct has the purpose or effect of interfering with an individual's performance or creating an intimidating, hostile or offensive work environment.
3. Be alert, sexual harassment often appears in the disguise of humor. Jokes, stories, or other comments of a sexual nature, which are intended to be humorous, can and often do offend a person's dignity. In the course of our daily routine, suggestive statements, no matter how subtle, can hurt individuals and have a negative affect on mission accomplishment.
4. An immediate investigation of allegations will be conducted, and if substantiated, appropriate disciplinary action will be taken against any member engaging in sexual harassment. Such actions may include suspension, demotion or removal.
5. I am confident that all personnel will carry out this policy. Any person who believes he or she has been a victim of sexual harassment; or any person who has knowledge should address them through their chain of command to the Unit Equal Opportunity Officer/NCO. Confidentiality, in accordance with law and regulations, will be assured concerning the allegations and the identity of personnel.

  
JAMES D ROSENBERG  
LTC, AR, NJARNG  
Commanding

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