State of New Jersey
DEPARTMENT OF MILITARY AND VETERANS AFFAIRS
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CHRIS CHRISTIE
Governor
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☆☆
GLENN K. RIETH
Major General
The Adjutant General

TAG Policy Letter 11-3*

10 May 2011

POLICY FOR THE PREVENTION OF SEXUAL HARASSMENT (POSH)

This TAG Policy Letter is applicable to New Jersey National Guard military personnel, Federal Technicians, Active Guard Reserve (AGR) and Competitive Civil Servants who work for the New Jersey National Guard.

1. All New Jersey National Guard members and employees are entitled to a work environment free from sexual harassment. Sexual harassment tears away at the fabric of our organization and will not be tolerated. Sexual harassment is prohibited. Sexual harassment is defined as:

a. A form of discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature when:

1) Submission to, or rejection, of, such conduct is made either explicitly or implicitly a term or condition of a person's career, pay, or job; or

2) Submission to, or rejection, of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or

3) Such conduct that has the purpose, or effect, of unreasonably interfering with an individual's performance, or creates an intimidating, hostile, or offensive environment.

b. Any person in a supervisory or command position who uses or condones explicit or implicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment.

c. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

This TAG Policy Letter supersedes TAG Policy Letter 07-3, dated 23 March 2007.

2. In order to ensure compliance with this policy, appropriate authority will:

a. Make timely appropriate inquiry into any allegation of sexual harassment.

b. Take particular care to treat all personnel consistently and fairly.

c. Ensure that any and all forms of sexual harassment are not allowed to take place, and if they do, ensure that they cease immediately.

3. Sexual harassment is a form of misconduct that requires the personal awareness of every member in the chain of command. When sexual harassment is left unchecked, it is a serious detractor from morale, productivity, unit readiness, and mission accomplishment that we cannot afford nor will tolerate. Therefore, all New Jersey National Guard members and employees will undergo training in the prevention of sexual harassment as prescribed by appropriate military and technician regulations and policies.

4. The Office of Primary Responsibility (OPR) for this TAG Policy is the J1-Human Resource Office (HRO) Equal Employment Opportunity (EEO) Office. The contact information is as follows:

New Jersey National Guard
NJNG-HRO-EEO
3650 Saylor's Pond Road
Fort Dix, NJ 08640
Commercial: (609) 562-0856
DSN: 944-0856
Fax: (609) 562-0855

5. Advice and assistance in all matters concerning the Prevention of Sexual Harassment (POSH) program, including training resources, is provided by the State Equal Employment Manager (SEEM).

GLENN K. RIETH
Major General, NJARNG
The Adjutant General

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