



DEPARTMENT OF THE ARMY  
U.S. ARMY WHITE SANDS MISSILE RANGE  
100 Headquarters Avenue  
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5000

REPLY TO  
ATTENTION OF

CSTE-DTC-WS-CG

03 NOV 2003

MEMORANDUM FOR Commanders, Directors, Office Chiefs of Team White Sands

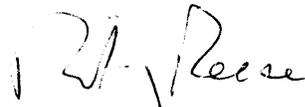
SUBJECT: Policy Letter #12: Respect for All Soldiers

1. The soldiers in the Army today are the best we have ever had. They are all volunteers who merit our respect and deserve to be treated with dignity in a climate of safety and security.
2. We can, and will, do more, however, to ensure all of our soldiers are treated with dignity and respect. Accordingly, I direct that:
  - a. All soldiers will be briefed on the details of this policy.
  - b. Commanders will conduct training annually on the DoD Homosexual Conduct Policy, using the resource and training materials at <http://www.armyg1.army.mil/directorates/hr/dignity/DR2001.PPT> (or other official web pages when so designated). This training is a commander's responsibility, although they may use subject matter experts, such as Judge Advocates, to assist in the training.
  - c. Commanders and First Sergeants will receive a mandatory block of instruction on the DoD Homosexual Conduct Policy and on the policy on processing of requests for administrative separation under Chapter 15, AR 635-200 (homosexual conduct). The instruction, provided by the Office of the Staff Judge Advocate, will specifically include the contents of the joint SECARMY/Chief of Staff of the Army message, DTG 101800ZJAN 2000, subject: Dignity and Respect for All. The instruction will reiterate the roles and responsibilities of commanders regarding the investigation of threats against or harassment of soldiers on the basis of alleged homosexuality. The instruction will also include the contents of the DCSPER message, DTG 101700 JAN 2000, subject: Homosexual Conduct Policy, and AR 600-20, Army Command Policy, concerning the conduct of limited fact-finding inquiries in those cases where a commander believes that soldier's admission of homosexuality may not be credible.
  - d. All leaders will vigorously police the content of run and march cadences to ensure that they are positive and devoid of profanity or phrases demeaning to others.

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- e. All leaders will vigorously police the content of training briefs, classes, lectures, and all other instruction to ensure that they are devoid of profanity or phrases demeaning to others.
3. Respect for others is an Army Value and a cornerstone of discipline and *esprit de corps*. All soldiers will be treated with dignity and respect. I expect all Department of Defense, Department of the Army, and White Sands directives, policies, and regulations to be enforced by our leaders and adhered to by our soldiers.
4. Please disseminate this policy to all personnel and post a copy on official bulletin boards.



ROBERT J. REESE  
Brigadier General, USA  
Commanding

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