



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

25 NOV 2009

TEDT-WS-CG

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

SUBJECT: Policy Letter #5: Prevention of Sexual Harassment

1. The Department of the Army has a zero tolerance policy established in reference to sexual harassment. I, the Commanding General of this installation, am totally committed to the implementation and enforcement of the Army's policy. Commanders, directors, supervisors, and leaders must inform individuals who are subjected to non-conductive behaviors of this nature to report it.
2. Sexual harassment is defined as unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. This type of behavior affects mission readiness, deters trust and interaction among individuals in the workplace, and creates a hostile working environment. Anyone in the workplace can be subjected to sexual harassment at anytime. Proactively promoting a program that centers on awareness, education, and prevention, allows this command to eliminate incidents of sexual harassment.
3. Commanders, directors, leaders, and supervisors at all levels will ensure that all personnel within their respective areas of responsibility are aware of prevention of sexual harassment and vigorously address all issues concerning this subject. I encourage commanders, directors, leaders, managers, and supervisors to set the standard regarding the prevention of sexual harassment by assisting in implementing my policy and the Army's policy of **ZERO** tolerance.
4. This policy will be disseminated to all employees and a copy posted on all official bulletin boards.


JOHN S. REGAN
Brigadier General, USA
Commanding

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