AUG 17 2014

MEMORANDUM FOR ALL AFSOC PERSONNEL

FROM: AFSOC/CC

SUBJECT: Sexual Assault and Sexual Harassment Policy Letter

1. To echo the First SOF Truth, "humans are more important than hardware," or put another way, "Mission First…People *Always.*" AFSOC Airmen, officer and enlisted, civilian and military, Active Duty and ARC, men and women, must treat each other with dignity and respect.

2. Just as any one of us would not hesitate to carry a fellow wounded Airman off the battlefield to safety, for as far and as long as necessary, so too we must not hesitate to treat each other in a proper, dignified, and respectful manner at all times, off duty and on.

3. Everyone deserves to work in an environment where they are treated with dignity and respect. In fact, the mission requires it. Sexual harassment in any form undermines human dignity, hurts people in a deeply personal way, creates a strained working environment, and takes the focus off of the mission. Tolerating sexual harassment fosters an environment that destroys unit cohesion and combat effectiveness. The standard is clear: sexual harassment is contrary to our core values and frustrates our ability to perform our mission.

4. The following are some examples of inappropriate activities responsible for creating an unprofessional and/or hostile work environment and are not to be tolerated by AFSOC Airmen:

a. A workplace with lewd, obscene, or pornographic images or publications found in a government facility, including work areas or common areas, in any form, on any media, whether commercially or individually produced;

b. Initiating or allowing sexually demeaning comments, jokes or gestures towards one another;

c. Using vulgar squadron songs or morale patches;

d. Using inappropriate call signs or nicknames; and

e. *Tolerating an unprofessional and/or hostile work environment.* This includes but is not limited to taking no action to report or remove offensive materials or failing to make an immediate correction of peer or subordinate unprofessional behavior.

5. Even more important than fostering a professional work environment, each of us must be a wingman to our fellow Airmen at all times. When Airmen are adversely affected by alcohol or fatigue, we owe it to them to look out for them and protect them – *not* take advantage of a situation that all will likely regret in the morning. Would *you* take advantage of a fellow Airman

who would gladly risk *his* or *her* life to save *yours?* Sexual activity without full, continuing, and unequivocal consent is a form of sexual assault, is contrary to the Uniform Code of Military Justice, and violates the sacred trust among Airmen.

6. Drive, innovation, and proactive leadership at all levels will prevent or stop unwanted behaviors before they become crimes. I expect Airman at all levels to conduct themselves in a manner representative of what it means to be an Air Commando both on and off-duty. I expect commanders and supervisors to set the example, enforce standards of decency, and not tolerate inappropriate behavior at any level.

7. The previous AFSOC/CC General Order on "Sexual Assault Prevention and Response," dated 25 June 2013, is hereby rescinded and replaced by this Policy Letter. Let's move forward with a common understanding that we treat one another with dignity and respect…all the time…in all places.

BRADLEY A. HEITHOLD
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Commander