



HEADQUARTERS IOWA NATIONAL GUARD

Office of The Adjutant General

Camp Dodge Joint Maneuver Training Center

7105 NW 70th Avenue
Johnston, Iowa 50131-1824

NGIA-TAG

15 October 2024

MEMORANDUM FOR All Members and Employees of the Iowa National Guard

SUBJECT: FY25 Iowa National Guard Sexual Harassment Policy

1. References. See Enclosure.

2. The Iowa National Guard is committed to providing a work environment that is free from sexual harassment for all personnel. Sexual harassment infringes on an individual's right to a safe and comfortable work environment and is a form of misconduct that undermines the integrity and values of the Iowa National Guard. Sexual harassment negatively affects our Servicemembers, erodes unit cohesion, and ultimately degrades combat readiness and mission success.

3. Sexual harassment is defined to mean conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:

a. Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, OR

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, OR

c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.

d. There is no requirement for concrete psychological harm to the victim for an act or actions to constitute sexual harassment; an act or acts are sufficient to constitute sexual harassment if they are so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive. The term sexual harassment includes anyone in a supervisory or command position using or condoning any form of sexual behavior to control, influence, or affect the career, pay, or job of a military member. The term sexual harassment also includes any military member making deliberate or repeated unwelcome verbal comments or gestures of a sexual nature in the workplace.

4. Servicemembers who make allegations of sexual harassment will first be referred to a full-time Sexual Assault Response Coordinator or a full-time Sexual Assault Prevention and Response (SAPR) Victim Advocate. If the complainant chooses, SAPR personnel will then refer the complainant to the Equal Opportunity Office for intake and processing of the complaint. Referral to SAPR will ensure the distinction between sexual harassment and sexual assault and provide any needed resources to Servicemembers. If a military member believes they have been subject to sexual assault, they should contact the IANG 24/7 Sexual Assault Prevention and Response Hotline at 515-252-4393.

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5. Sexual harassment is unacceptable conduct that will not be tolerated in the IANG. Any military member found to be engaging in sexual harassment will be subject to disciplinary action under applicable military regulations.

a. Conduct reported with sufficient information that appears to be sexual harassment will be investigated by an Investigating Officer appointed outside of the alleged offender's O-6 command.

b. Army Commanders will initiate involuntary administrative separation proceedings for all Soldiers against whom there is a substantiated complaint of sexual harassment, unless the first O-6 commander in the Soldier's chain of command determines that the substantiated sexual harassment complaint is minor, and the alleged offender can be rehabilitated. The requirement to initiate involuntary separation will not interfere with the Soldier's right to appeal.

Note: Substantiated complaints wherein the offender attempted or engaged in quid pro quo behavior, offenses where the offender was the superior in a superior-subordinate relationship, or substantiated complaints involving repeat offenders are not appropriate for rehabilitation.

6. I want to ensure that we have a command climate that encourages every IANG Servicemember to freely identify and report injustices and discrimination or harassment of any form, without the threat of intimidation, reprisal, or retaliation. I expect members and their leaders to take swift and proactive steps to help eradicate biased behaviors, discriminatory practices, and behaviors that create the continuum of harm. Discrimination and harassing behaviors in any form will not be tolerated.

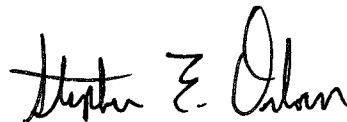
Note: Military members have 180 days from the date of known alleged discrimination or harassment to file a complaint.

7. All commanders, directors, and supervisors will ensure the widest possible dissemination of this policy to their personnel and ensure the policy is posted on bulletin boards.

8. Detailed Equal Opportunity program information may be found on SharePoint at <https://armyeitaas.sharepoint-mil.us/sites/NGIA>. Select Special Staff; HRO; Equity & Inclusion; Documents.

9. Questions regarding this Sexual Harassment Policy should be directed to Ms. Lauren Welton, State Equal Employment Manager (SEEM) / EEO Director at lauren.m.welton.civ@army.mil or 515-252-4539.

Encl



STEPHEN E. OSBORN
Major General, Iowa National Guard
The Adjutant General

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Enclosure

References

- a. CNGBM 9601.01, National Guard Discrimination Complaint Process, dated 25 April 2017.
- b. NGR 600-21, Equal Opportunity Program in the Army National Guard, dated 22 May 2017.
- c. AD 2022-13, Reforms to Counter Sexual Harassment/Sexual Assault in the Army, dated 20 September 2022.
- e. Interim Guidance to Supplement CNGBM 9601.01, Reforms to Counter Sexual Harassment in the National Guard, dated 21 December 2022.
- f. CNGB DTM 9601.01, Interim Guidance for Processing Title 32 Military Equal Opportunity Sexual Harassment Complaints Under the National Guard Discrimination Complaint Program, dated 31 May 2024.