



REPLY TO  
ATTENTION OF

## DEPARTMENT OF THE ARMY

Headquarters, 14<sup>th</sup> Combat Engineer Battalion (Corps) (Wheeled)  
Fort Lewis, Washington 98433

AFZH-CEF

29 June 2004

MEMORANDUM FOR Rugged Battalion Troopers

SUBJECT: Policy Letter #5, Commander's Policy on Equal Opportunity and the Prevention of Sexual Harassment

1. One of the most important factors contributing to unit cohesion, readiness, and mission accomplishment is the environment in which we train, work, and live. Every member of the 14th Combat Engineer Battalion (C) has the right to be treated equally and fairly, without regard to race, color, national origin, religion, or gender. Leaders at every level are accountable for maintaining this environment.
2. Equal Opportunity is equal treatment for all, including family members, on and off post, both in the living and working environment. Equal Opportunity is a command function, and the responsibility of all leaders. Company Commanders are the Company Equal Opportunity Officers. I am the Battalion Equal Opportunity Officer.
3. Sexual Harassment is a form of sex discrimination that involves unwelcome sexual advances, favors, and other verbal or physical conduct of a sexual nature. Any leader who uses or condones implicit or explicit sexual behavior to control, influence, or affect a subordinate is engaging in sexual harassment. Likewise, any soldier who makes deliberate or repeated, unwelcome verbal comments, gestures or physical contact of a sexual nature is also engaging in sexual harassment.
4. Our mission is too great and our time is too short to condone activities that degrade a member of this team, for any reason. As is always the case, DO THE RIGHT THING!

RUGGED!

A handwritten signature in black ink, appearing to read "M Brobeck".

MICHAEL W. BROBECK  
LTC, EN  
Commanding