



DEPARTMENT OF THE ARMY
UNITED STATES ARMY CADET COMMAND
HEADQUARTERS, 7th ROTC BRIGADE
XAVIER UNIVERSITY ARMY ROTC
3904 WINDING WAY
CINCINNATI, OHIO 45229



REPLY TO
ATTENTION OF

ATOE-GOH-XU

15 February 2009

MEMORANDUM FOR ALL PERSONNEL OF THE XAVIER UNIVERSITY "ALL FOR ONE" BATTALION: CADRE, CADETS AND STAFF

SUBJECT: Policy Letter 1-2 Equal Opportunity (EO) and Prevention of Sexual Harassment (POSH)

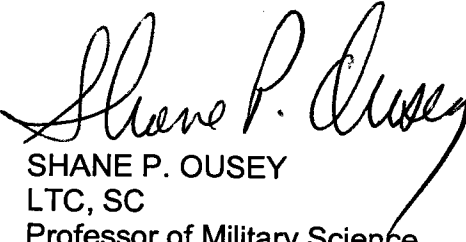
1. I am committed to providing an environment free of discrimination and sexual harassment for all persons regardless of race, color, religion, sex, national origin, age and physical or mental handicap. All practices and policies of the "All For One" battalion will fully adhere to the federal government's EO policies.
2. Cadre members are the primary channel for correcting discrimination and sexual harassment if it occurs.
 - a. All cadre, civilians, Cadets and family members have a right to present complaints to the chain of command without fear of intimidation or reprisal.
 - b. No disciplinary or other types of adverse action are taken against anyone who files a complaint, unless they knowingly file a false complaint.
 - c. Any Cadet with an EO or POSH complaint should address it directly to a **Cadre Member** and **NOT** the Cadet Chain of Command.
3. If anyone feels uncomfortable in filing a complaint directly with their immediate supervisor, or should the complaint be against a member of the chain of command, you may register your complaint with:
 - a. Unit EO Representative, MAJ McDonald or take it directly to the Professor of Military Science.
 - b. Headquarters, 7th ROTC Brigade's EO staff officer and Inspector General are also available for consultation and assistance. 7th Brigade EO reps can be reached at 502-624-5328, the IG at 502-624-2067.
4. All complaints and requests for assistance are confidential at all times.

SUBJECT: Policy Letter 1-2 Equal Opportunity (EO) and Prevention of Sexual Harassment (POSH)

- a. Cadre must maintain confidentiality of the complainant and details surrounding the complaint.
- b. Ensure only the minimum number of personnel required is involved in initial notification to maintain continued confidentiality.

5. The PMS is informed of the general nature of the complaint or request. The PMS uses all administrative and disciplinary tools available to ensure swift, positive action is taken to eliminate any discrimination and sexual harassment practices.

"ALL FOR ONE"



SHANE P. OUSEY
LTC, SC
Professor of Military Science