



OHIO MILITARY RESERVE

300.10

Standing Operating Procedure

DISCRIMINATORY HARASSMENT

Headquarters, Ohio Military Reserve
Deputy Commander - Operations
1000 Lawrence Road
Camp Perry Training Site
Port Clinton, Ohio
43402-2921

01 January 1998

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Deputy Commander - Operations
1000 Lawrence Road, Camp Perry Training Site
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OHMR-DC (Opns)

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MEMORANDUM FOR See Distribution

SUBJECT: Discriminatory Harassment SOP 300.10

1. REFERENCES

OHMR 600-21

2. GENERAL

This SOP provides for the provision of a military environment free from discriminatory harassment.

3. PURPOSE

The purpose of the SOP is to ensure all personnel an environment which is conducive to good job performance by being free of sexual, racial or other harassment, and to provide a uniform basis for this provision.

4. SCOPE

This SOP is applicable to all personnel under the command and control of the Commander, Ohio Military Reserve.

5. RESPONSIBILITY

The proper application and supervision of this SOP is the responsibility of all officers and NCOs at all levels.

6. GENERAL

a. This command strongly disapproves of offensive or inappropriate sexual, racial or other discriminatory behavior and does not condone harassment of its personnel by superiors, subordinates or peers.

b. The concept of sexual harassment includes request for sexual acts or favors, unwelcome sexual advances, unsolicited or intimidating sexual overtures and other inappropriate verbal or physical contact of a sexual nature.

c. The concept of racial harassment includes the use of racial epithets, slurs, and jokes, and other inappropriate verbal or physical conduct of a racial nature.

d. All personnel are responsible for avoiding any action which could be viewed as discriminatory harassment, and for taking the necessary steps to prevent its occurrence.

e. Supervisory personnel are responsible for ensuring that the area under their supervision is free from instances of discriminatory harassment, and for taking appropriate action in the event that such instances come to their attention.

f. Any harassment should be reported immediately to either your direct supervisor, First Sergeant, Company Commander, Battalion/Brigade Adjutant or the Battalion/Brigade Commander.

g. All cases at battalion level or below will be reviewed by a three person committee consisting of the Battalion Adjutant, the Battalion Command Sergeant Major and the Battalion Executive Officer. They will present an action recommendation to the Battalion Commander who will confer with the Brigade Commander. Cases occurring at Brigade level will be handled in a similar manner utilizing brigade level personnel. In all cases, a written report of the complaint and actions taken will be submitted through channels to OHMR-G1. Cases occurring within HHD, OHMR will be reviewed by a committee composed of the G-1, the CSM of the Corps and the OHMR-DC.

h. All personnel who violate this SOP are subject to disciplinary action up to and including recommendation for less than honorable discharge.

Philip J. Moore
For: WILLIAM R. HARDY
Major General, OHMR
Commanding

OFFICIAL:

PHILIP J. MOORE
Brigadier General, OHMR
Deputy Commander, Operations

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