

SEXUAL HARASSMENT

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1. **PURPOSE:** To establish and ensure an environment within the Georgia State Defense Force (GSDF) that is free of all forms of sexual harassment.
2. **APPLICABILITY:** This regulation applies to all GSDF personnel.
3. **POLICY:** The GSDF policy on sexual harassment is clear and unequivocal. All GSDF members are entitled to serve in an environment free from any form of sexual harassment.
4. **DEFINITION:** Sexual Harassment is a form of sex discrimination. It involves actions that include unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a member's role or position within the GSDF.
 - b. Submission or rejection of such conduct is used as a basis for career or service decisions affecting that person.
 - c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive environment.
5. **RESPONSIBILITIES:** Ensuring that GSDF is free of any form of sexual harassment is both an individual and unit responsibility at all levels of command and supervision.
 - a. Any GSDF member who feels he/she has been a victim of sexual harassment must immediately bring the matter to the attention of their unit commander. If there is a conflict with the unit commander or chain of command, the individual must bring the matter to the GSDF Headquarters Office of the Staff Judge Advocate (JAG).
 - b. If a member witnesses any form of sexual harassment upon another member, and that member does not initiate action, the witness should bring the matter to the unit commander or the HQ GSDF JAG.
 - c. All sexual harassment complaints will be expeditiously, fairly and thoroughly addressed. Any GSDF member found to have committed sexual harassment against another member will be subject to disciplinary action up to and including dismissal.

The proponent of this regulation is the HQ GSDF ACofS, G1. Local supplementation or alteration is not authorized. Comments or suggested changes may be submitted directly to the ACofS, G1.

BY ORDER OF THE GOVERNOR

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