



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BATTALION, 11TH INFANTRY REGIMENT
6649 VIBBERT AVENUE
FORT BENNING, GEORGIA 31905-6221

ATSH-TPB

24 August 2015

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #1: Open Door Policy

1. REFERENCE: Army Regulation 600-20, Army Command Policy, 6 November 2014.
2. The purpose of the memorandum is to announce my policy concerning individual's rights to present complaints/grievances and to set procedures for those who wish to meet with me personally.
3. Every member of this Battalion has the right to seek remedy for any complaint or grievance they may have. However, I expect all complaints to be addressed at the lowest level.
4. The Chain of Command will be the first avenue for addressing issues and problems. I charge all leaders with taking care of Soldiers and civilian employee issues in a timely manner. Soldiers and civilians will obtain permission from their appropriate Chain of Command to make an appointment with me. Soldiers will inform their leaders of any request to see the Battalion Commander on the Open Door Policy.
5. Any individuals who desire to meet with me may do so by making an appointment with the Battalion S1 (Ms. Carter) at 545-3014.

A handwritten signature in black ink, appearing to read "Matthew W. Weber".

MATTHEW W. WEBER
LTC, IN
Battalion Commander



DEPARTMENT OF THE ARMY
HEADQUARTERS 2ND BATTALION, 11TH INFANTRY REGIMENT
199TH INFANTRY BRIGADE
FORT BENNING, GEORGIA 31905-5000

ATSH-TPB

19 September 2016

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #2: Equal Opportunity

1. REFERENCES:

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. TRADOC Regulation, DA PAM 350-20, (Training) Unit Equal Opportunity Training Guide.
- c. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program).

2. The 2nd Battalion 11th Infantry Regiment will provide equal opportunity and fair treatment to all military personnel, their Family members, and Civilian employees without regard to race, color, religion, national origin, gender or sexual orientation-- an environment free of unlawful discrimination or sexual harassment will not be practiced, condoned, or tolerated in this command.

3. Every leader in this command is responsible for setting the example concerning EO. Every leader will act expeditiously and appropriately to allegations of discrimination. Leaders will also sustain efforts to maximize individual human potential and ensure fair treatment of Soldier based purely on merit, fitness and capability and to promote harmony, dignity and positive attitude. Leaders will remain firmly supportive of the objectives of this command, and the U.S. Army.

4. Leader commitment is the critical factor in maintaining and enforcing an environment of dignity and respect among our Soldiers, Family members, and civilians. Each leader must be proactive and develop trust and confidence through open communication, education, and quarterly EO training. These are the essential elements in promoting teamwork, esprit de corps, and combat readiness.

5. All Battalion leaders will ensure Soldiers, Family members, or Civilian employees are not hindered when trying to use the EO complaint system and that there is no fear of threat, retribution, and/or reprisal for making a complaint.

ATSH-TPB

SUBJECT: Policy Letter #2: Equal Opportunity

Every attempt should be made to resolve the issue at the lowest level possible within the unit. Additionally, the Equal Opportunity Representative is available to assist the commander, Soldiers, Family members, and Civilians at any time. I am fully committed to the Army's Equal Opportunity Program and expect commanders and leaders at all levels to support this policy.

6. POC is the Battalion Equal Opportunity Representative, SFC Jones at 706-545-8178.

A handwritten signature in black ink, appearing to read "Matthew W. Weber". The signature is fluid and cursive, with a large initial "M" and a long, sweeping underline.

MATTHEW W. WEBER
LTC, IN
Commanding



DEPARTMENT OF THE ARMY
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6649 VIBBERT AVENUE
FORT BENNING, GEORGIA 31905-6221

ATSH-TPB

03 June 2016

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #3: Hazing and Bullying

1. References:

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. Chief of Staff of the Army Advisory Memorandum, Hazing, dated 13 January 2012
- c. ALARACT 122/2015 Professionalization of Online Conduct

2. The Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated – with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. The very foundation of what we do depends on trust, and trust depends on the treatment of all Soldiers with dignity and respect by fellow Soldiers and leaders. Without this, our profession is placed in jeopardy, our readiness suffers and our mission success is at risk. Hazing and bullying in person or online have no place in our Army and cannot be tolerated. Hazing and bullying are explicitly prohibited by Army Regulation 600-20 and the Uniform Code of Military Justice. Individuals who participate in, allow or condone hazing or bullying may be subject to disciplinary action. I recognize that leaders must enforce standards and exercise strong leadership and this may include organized team-building activities. This does not, however, allow for an activity that crosses the line and results in an abuse of power and deliberate humiliation. Effective leaders must never participate in, allow or condone hazing or bullying. I expect every member of 2-11 IN, military and civilian, to vigilantly guard against any form of hazing or bullying and to report any incident to the chain of command.

3. Cadre and student members of IBOLC will not engage in hazing or bullying of any kind. In accordance with AR 600-20, hazing is defined as “any conduct whereby one military member or employee, regardless of Service or rank, unnecessarily causes another military member or employee, regardless of Service or rank, to suffer or be exposed to an activity that is cruel, abusive, oppressive, or harmful.” This definition includes and is not limited to playing abusive tricks, threatening or offering violence or bodily harm to another, striking, branding, tattooing, any forced or coerced consumption of alcohol, drug, or tobacco product, or causing the harmful, excessive, or abusive consumption of liquid, food, or any other substance. Hazing does not include command authorized mission or operational activities, the requisite training to prepare for such missions or operations, administrative corrective measures, extra military instruction, and other similar activities that the commander authorizes. Bullying is defined as “any conduct whereby a Service member or members, regardless of service, rank, or

ATSH-TPB

SUBJECT: Policy Letter #3: Hazing and Bullying

position, intends to exclude or reject another Service member through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Service member's dignity, position, or status." Hazing and bullying have a negative impact on unit morale, cause Soldiers to suffer undue humiliation, and can cause serious injury or even death. Cyberbullying is bullying that takes place using electronic technology, which include cell phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyberbullying include derogatory text messages or emails, rumors sent by email or posted in social networking sites, and embarrassing pictures, videos, websites, or fake profiles. Company Commanders will immediately report any incidents of alleged or potential violation to me through their individual chains of command.

4. As an inherent power of command, corrective training or instruction is a Company Commander's tool and must be conducted with command oversight. When corrective training is used, it must be directly related to the demonstrated deficiency. It must also be oriented to improving the Soldier's performance in his or her problem area. Such measures are training or instruction, not punishment. Corrective training should continue only until the training deficiency is overcome. Company Commanders, not individual Soldiers, are ultimately responsible for the proper administration of corrective training. Care should be taken at all levels of command to ensure that training and instruction are not used in an oppressive manner to evade the procedural safeguards of non-judicial punishment.

5. This policy is not intended to influence Company Commanders to take any particular administrative or punitive action for hazing or bullying, but merely to emphasize that these disciplinary tools are available should the Company Commander deem appropriate. Should administrative action or punitive action be taken, Company Commanders will consider the individual circumstances of each Soldier's case prior to deciding the nature and level of action to be taken.

6. I fully expect every Cadre Member and Student to adhere to these standards and, if necessary, take corrective action to enforce compliance. Violations of the standards and policies herein are subject to punishment under the Uniform Code of Military Justice and adverse administrative action

7. POC is the Battalion Equal Opportunity Representative, at 706-545-0145.



MATTHEW W. WEBER
LTC, IN
Battalion Commander



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BATTALION, 11TH INFANTRY REGIMENT
6649 VIBBERT AVENUE
FORT BENNING, GEORGIA 31905-6221

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24 August 2015

MEMORANDUM FOR 2ND Battalion (IBOLC), 11TH Infantry Regiment

SUBJECT: Policy Letter #4: Equal Employment Opportunity (EEO)

1. REFERENCE: Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints.
2. The purpose of this memorandum is to establish a policy for ensuring Equal Employment Opportunity for both military and civilian employees within the 2nd Battalion 11th Infantry Regiment.
3. All 2nd Battalion 11th Infantry Regiment personnel are guaranteed equal employment and equal opportunity in accordance with their ability and merit standing. No condition with regard to race, color, religion, sex (gender), age, national origin or, in the case of the civilian workforce, physical or mental handicap shall be imposed. I am fully committed to this objective and the furtherance of equality of opportunity in recruiting, hiring, training, promoting, recognizing, discharging or terminating personnel who serve in the Battalion.
4. All Battalion leaders will actively support and take positive steps to establish and achieve meaningful affirmative action goals. The success of the civilian EEO Program and progress toward established goals requires the conscious personal attention of all commanders, leaders, managers and supervisors. I consider successful accomplishment of this program to be an integral part of my job, as well as a major responsibility of all other leaders within the Battalion, and I will not allow discrimination in any form.
5. All personnel are expected to comply with this policy. Violation of this policy memorandum by any Soldier may result in disciplinary action under the Uniform Code of Military Justice and/or adverse administrative action.
6. All civilians making a complaint should contact their EEO Representative (199th BDE Mrs. Tally 545-5581 BLDG 2520 Rm 116) in accordance with the procedures outlined in AR 690-600, "Equal Employment Opportunity Discrimination Complaints",

ATSH-TPB

SUBJECT: Policy Letter #4: Equal Employment Opportunity (EEO)

7. or as described in DOD and Department of the Army Policy implementing 10 U.S.S. Code 1561, or as provided for in any applicable collective bargaining agreement.

8. For further information contact the 199th Brigade EEO Representative (Mrs. Tally) at 545-5581.



MATTHEW W. WEBER
LTC, IN
Battalion Commander



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24 August 2015

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #5: Safety

1. REFERENCES:

- a. Army Regulation 385-10, Army Safety Program.
- b. Army Regulation 385-1, Small Unit Safety Officer/NCO Guide.
- c. 2nd Battalion, 11th Infantry Regiment Safety SOP.

2. The purpose of the memorandum is to emphasize the importance of safety in each and every task Soldiers within the 2nd Battalion 11th Infantry Regiment perform in and out of uniform.

3. Every member of this Battalion is responsible for ensuring tasks within their AOR are done safely and to standard. Every accident has a cause that could have been mitigated with proper foresight and Risk Management. The Army has provided an excellent tool in the Ground Risk Assessment Tool program for recognizing and reducing many common risks that affect our Soldiers. This can be found through the Combat Readiness Center website:

https://crcapps3.crc.army.mil/ako_auth/grat/default.aspx.

4. The success of our organization is reliant on our ability to carry out essential responsibilities. The management of risk by all subordinate commanders is our most essential responsibility. The 2nd Battalion 11th Infantry Regiment Safety SOP provides leaders within our organization a means which can assist in the mitigation of risk within their units. Safety Officers and NCOs will refer to this SOP and reference it when formulating their own safety SOPs.

5. Concern for Soldiers' safety should be the first thought when planning any task. This may be ensuring there is sight and hearing protection provided when at the firing range or ensuring a Soldier is properly licensed to operate a vehicle. However, Risk Management is not confined to the limits of Fort Benning, as many of our Soldiers own and operate POVs and motorcycles. Proper counseling from our Soldiers' first

ATSH-TPB

SUBJECT: Policy Letter #5: Safety

line supervisors for those individuals is paramount for help guaranteeing the return back safe to train.

6. For more information on safety, contact the Battalion Safety, CPT Michael Proulx.



MATTHEW W. WEBER
LTC, IN
Battalion Commander



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24 August 2015

MEMORANDUM FOR 2ND Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #6: Battalion Retention Program

1. REFERENCE: Army Regulation 601-280, Army Retention Program.
2. The Army Career Counseling Program is an ongoing function that begins the day a Soldier enters the Army and continues through the Soldiers' career. Career Counseling is an integrated effort between Commanders, Officers, NCOs, and Army Career Counselors.
3. Commanders are required to interview all Soldiers in the rank of SSG and below to determine the highest caliber Soldiers and Noncommissioned Officers for reenlistment, except for those who are on indefinite status, IAW Appendix C, Table C-1 of AR 601-280. Soldiers will be counseled by their immediate raters about their future goals and personal plans for obtaining those goals. Soldiers will be advised of reenlistment incentives and different reenlistment options they may qualify for. All qualified Soldiers will be encouraged to reenlist. Those soldiers who desire to separate, and who are qualified, will be advised of the Reserve Component opportunities, and enlisted or transferred to a reserve component, if possible. Commanders must continue to support the Hometown Recruiting Assistance Program (HRAP) by showcasing their finest Soldiers in their hometowns.
4. Commanders will mentor outstanding Soldiers for Warrant Officer Candidate School and the Green to Gold Program. Companies have the responsibility to select the most deserving candidates into these programs.
5. By meeting our goals, we not only keep the best Soldiers in the Battalion, but we continue to support Army Readiness.
6. For more information on retention, contact the Battalion Retention NCO SFC Malpass at 706-545-0145.

A handwritten signature in black ink, appearing to read "Matthew W. Weber".

MATTHEW W. WEBER
LTC, IN
Battalion Commander



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24 August 2015

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #7: Family Readiness Groups (FRGs)

1. REFERENCES:

- a. Army Regulation 600-20, Army Command Policy, paragraph 5-I 0 b (7) (g), 6 November 2014.
- b. AR 608-1, Army Community Service Center, Appendix J, 19 September 2007.

2. The purpose of the FRG Program is to provide support for our Soldiers and their families. The FRG will serve as a conduit for information sharing. FRGs are a command responsibility and effective tool for providing that support.

3. The FRG is an official command-sponsored organization of Soldiers, Family members, civilian employees and volunteers belonging to IBOLC or the unit. It provides an avenue of mutual support and assistance, and a network of communications among Family members, the chain of command and community resources. The FRG also provides feedback to the command on the state of the unit "Family."

4. The U.S. Army FRG Leader's Handbook (Encl) is a tool that unit volunteer FRG Leaders may use to assist in the establishment and operation of their FRGs.

5. I fully support FRGs and direct each subordinate Company to establish a functioning FRG. The minimum requirement for 2nd Battalion 11th Infantry Regiment's FRG are:

- a. Establish and maintain an organizational phone/e-mail tree/contact roster (chain of concern) which will include the geographically dispersed families of our Soldiers.
- b. Identify a unit point of contact (POC) to establish and maintain contact with the Army Community Service (ACS) Center.

6. Commands that have Soldiers separated from their families due to PCS, TCS, or TDY will maintain a positive FRG link to the families that are residing in the Fort

ATSH-TPB

SUBJECT: Policy Letter #7: Family Readiness Groups (FRGs)

Benning Area and whom are geographically separated from their Soldier's assigned/losing unit. This FRG link will continue until the Soldier's Family has relocated and is adequately supported by the gaining unit. Units should focus on helping Family members meet the demands of prolonged separations. The minimum requirements for command teams when assisting with a geographically dispersed Soldier's members are:

a. Contact the Family every 30 days; more frequent contact is encouraged if appropriate.

b. Families will be invited to all FRG events and unit functions, changes of command/responsibilities, lunches, dinners, balls and any other Family/military events.

7. The following goals will ensure FRGs contribute directly to the training mission and soldier readiness:

a. Establish connections with all families (including those of geographically dispersed Soldiers).

b. Support the mission through provisions of support, outreach, and information to all families.

8. The point of contact is the undersigned at 706-545-8190.



MATTHEW W. WEBER
LTC, IN
Battalion Commander

Encl

<http://www.carlisle.army.mil/usawc/dclm/smart%20book/handbooks/FRGLeadersHandbook.pdf>



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ATSH-TPB

24 August 2015

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #8 Equal Opportunity Complaint Procedures

1. Commanders, managers and supervisors at all levels are responsible for ensuring the fair treatment of Soldiers and family members. We must never allow, condone, or tolerate sexual harassment or discrimination based on race, color, gender, national origin or religious preference. Every member of this command shares the responsibility of preventing and evaluating behaviors that adversely impact our ability to accomplish our mission.

2. All members of 2nd Battalion 11th Infantry Regiment will follow the procedures below when making an equal opportunity complaint:

a. Equal opportunity and sexual harassment complaints are encouraged to be filed within the Chain of Command. The Brigade/Battalion Equal Opportunity Advisor/Leader, Inspector General, Housing Referral Office, Staff Judge Advocate, PMO, CID, Chaplain and medical personnel may serve as alternate agencies which may accept complaints. Commanders will ensure Soldiers filing a complaint are free from acts or threats of reprisal. Soldiers submitting a complaint must be prepared to provide specifics about their allegation of discrimination or sexual harassment to assist in speedy resolution.

b. There are two types of complaints: Formal and Informal. Complainants will be briefed on the equal opportunity complaint procedure when filing a complaint. The Chain of Command will strive to resolve all complaints at the lowest level possible within the timelines stated below.

2. Formal Complaint: As outlined in AR 600-20, Appendix D, complainants have 60 calendar days from the date of the alleged incident in which to file a formal complaint. However, I expect commanders to address all complaints even if they are submitted after 60 days. The commander must accept or refer complaints and act upon them within three calendar days. Commanders or a commissioned officer must administer an oath to the complainant on a DA Form 7279-R. Commanders will notify the Brigade EOA for guidance prior to conducting an inquiry. Commanders or their designated representatives must complete the inquiry within 14 calendar days. If an extension is requested and granted (not to exceed 30 calendar days), notify the complainant of the extension. Upon completion, Commanders will notify the complainant that they have 7 calendar days to appeal decisions to the next higher command. The Brigade EOA will follow up on all formal complaints within 30-45 calendar days.

ATSH-TPB

SUBJECT: Policy Letter #8 Equal Opportunity Complaint Procedures

3. Informal Complaint: Complaints where the complainant does not wish to file in writing may be handled in this manner. There is no time limit but an informal complaint will be taken just as serious as a formal complaint and handled as soon as possible. Commanders should attempt to keep the complainant's name confidential, however confidentiality cannot be guaranteed.
4. EO for everyone is critical to the good order and discipline of this formation. Treating everyone within the 2nd Battalion 11th Infantry Regiment with dignity and respect is non-negotiable.
5. All Soldiers and civilians of 2nd Battalion 11th Infantry Regiment are expected to comply with this policy memorandum.
6. All members of this command will be protected from reprisal or retaliation for filing complaints. No employee or Soldier may take, or threaten to take, an unfavorable personnel action or to withhold or threaten to withhold a favorable action in reprisal against any person for filing a complaint. Should anyone be threatened with such an act, or should an act of reprisal occur, it must be reported to the DoD IG. If the allegation is made known to any agency authorized to receive complaints, the agency should refer the complaint to the DoD. The DoD hotline number is (800) 424-9098 or DSN 664-8799 and may be used to report threats or acts of reprisal. It is strongly encouraged to simultaneously report such threats or acts to the appropriate Chain of Command.
7. POC is the Battalion Equal Opportunity Representative, SSG Villasana at (706) 545-0145.



MATTHEW W. WEBER
LTC, IN
Battalion Commander



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24 August 2015

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry Regiment

SUBJECT: Policy Letter #9: Better Opportunities for Single Soldiers (BOSS) Program

1. REFERENCES:

a. USAIC Regulation 600-19 w/ Ch. I, Single Soldier Quality of Life, 7 October 1996.

b. CIR 608-01-1, Better Opportunities for Single Soldiers Program, 10 September 2004.

2. The 2nd Battalion, 11th Infantry Regiment established the BOSS program to provide single Soldiers an opportunity to present their unique issues, concerns and desires to their Chain of Command. The Battalion reinforces single Soldiers' equal membership in our Total Army Family. Living conditions, sporting activities, cultural and entertainment events are some of the issues.

3. The goal is to provide our single Soldiers the best opportunities possible. Leaders will ensure that policies, procedures and level of support do not distinguish between married and single soldiers except for limits imposed by statutes or regulations.

4. Each Company will have a primary and an alternate BOSS Representative.

5. For more information contact the Battalion BOSS Representative, SGT Davis, at 706-545-4940.

A handwritten signature in black ink, appearing to read "Matthew W. Weber".

MATTHEW W. WEBER
LTC, IN
Battalion Commander



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9 February 2016

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter #10: Sexual Harassment/Assault Response and Prevention (SHARP) Program

1. REFERENCES: AR 600-20, Army Command Policy, 14 November 2014, TRADOC Regulation, DA PAM 350-20, (Training) Unit Equal Opportunity Training Guide
2. The purpose of this memorandum is to establish a policy for preventing sexual harassment and sexual assault within the 2nd Battalion, 11th Infantry Regiment.
3. All assigned military and civilian personnel have the responsibility for maintaining high standards of honesty, integrity, impartiality and conduct to ensure the proper performance of our mission. Any member of this Battalion who engages in any form of sexual harassment undermines and interferes with the overall effectiveness of our mission.
4. The Army defines sexual harassment as:
 - a. A form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature:
 - (1) Submission to, or rejection of, such conduct is made, either explicitly or implicitly, a term or condition of a person's job, pay or career or;
 - (2) Submission to, or rejection of, such conduct a person is used as a basis for career or employment decisions affecting that person or;
 - (3) Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
 - b. Any Soldier or civilian employee:
 - (1) In a supervisory or command position that uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay or job of another Soldier or civilian employee is engaging in sexual harassment.
 - (2) Who makes deliberate or repeated unwelcome verbal comments, gestures or physical contact of a sexual nature is engaging in sexual harassment.
5. Prevention of sexual Harassment is the responsibility of every member of the Battalion. We must ensure that instances of sexual harassment are reported and dealt with swiftly and

ATSH-TPB

SUBJECT: Policy Letter #10: Sexual Harassment/Assault Response and Prevention (SHARP) Program

fairly. Leaders must make every effort to promote a climate of dignity and respect. Allegations of unacceptable behavior will be appropriately and immediately handled at appropriate levels.

6. Sexual assault is a violation of the Army core values and standards. Leaders will take an active role in eliminating sexual assault. Leaders will provide a safe and secure environment to ensure victims know their concerns are being addressed while protecting the rights of the accused.

7. Sexual assaults are acts of violence where sex is used as the weapon. Assaults are motivated primarily out of anger and/or a need to feel powerful by controlling, dominating, or humiliating the victim. Examples include rape, incest, child sexual assault, ritual abuse, date and acquaintance rape, marital or partner rape, sexual harassment, exposure, and voyeurism.

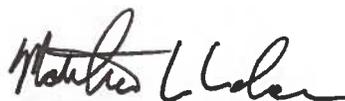
8. I consider any confirmed incident of sexual harassment to be a very serious offense. All personnel are expected to comply with this policy. Violation of this policy memorandum by any 2-11th IN REGT Soldier may result in disciplinary action under the Uniform Code of Military Justice and/or adverse administrative action.

9. Any member of this command who believes himself/herself to be a victim of sexual assault, sexual harassment, has witnessed an assault, or has an assault reported to them should immediately notify the chain of command within 24 hours of the incident. The chain of command will notify the installation Provost Marshal and Criminal Investigation Division. I urge members of this organization to use any first responder to assist them with receiving appropriate medical care. A first responder can be an installation Medical Treatment Facility, Installation Victim Advocate, Unit Victim Advocate, Chaplain, or Provost Marshal.

10. Sexual assault or threats of sexual assault, even if intended as a joke or intimidation, will not be tolerated in this Battalion. Any individual engaging in acts and/or threats will be dealt with expeditiously and appropriately. Appropriate action may include Uniform Code of Military Justice action for military personnel and civil action and/or dismissal for civilian employees.

11. Commanders will ensure sexual assault victims receive immediate, professional medical care, counseling, and appropriate privacy while being treated with dignity and respect. Training on sexual assault prevention will be conducted twice a year and integrated during Prevention of Sexual Harassment training or Consideration of Others Training.

12. Point of contact for this memorandum is the Battalion SHARP SFC Beauchamp at (706) 577-4068 or at christopher.s.beauchamp.mil@mail.mil.



MATTHEW W. WEBER
LTC, IN
Commanding



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ATSH-TPB

16 June 2016

MEMORANDUM FOR RECORD

SUBJECT: Policy Letter #11: Extremist Organizations and Activities

1. REFERENCES:

- a. Army Regulation 600-20, Army Command Policy, 06 November 2014
- b. DA PAM 600-15, Extremist Activities, 01 June 2000.

2. The purpose of this memorandum is to establish the 2nd Battalion, 11th Infantry Regiment's policy for extremist organizations and activities.

3. The activities of extremist organizations are inconsistent with the responsibilities and values of military service. Participation of Soldiers in specific detailed actions is prohibited, and is a violation of the Army's Equal Opportunity Policy. Military personnel are duty bound to uphold the Constitution of the United States and must reject participation in organizations which:

- a. Advocate racial, gender, or ethnic hatred or intolerance.
- b. Create or engage in illegal discrimination based on race, color, gender, religion or national origin.
- c. Advocate the use of force or violence, or otherwise engage in efforts to deprive individuals of their civil rights.

4. Prohibited activities in support of extremist organizations or activities include the following:

- a. Participating in a public demonstration or rally.
- b. Attending a meeting or activity with knowledge that the meeting or activity involves an extremist cause while on- or off-duty, when in uniform, when in a foreign country, when it constitutes a breach of law and order, when violence is likely to result, or when in violation of off-limits sanctions or a Commander's order.
- c. Engaging in fund raising activities.

ATSH-TPB

SUBJECT: Policy Letter #11: Extremist Organizations and Activities

- d. Recruiting or training members (including encouraging other Soldiers to join).
 - e. Creating, organizing or taking a leadership role in such an organization or activity.
 - f. Distributing literature, or other media, on or off of a military installation advocating or supporting extremist causes, organizations, or activities that present a clear danger to loyalty, discipline, or morale of military personnel.
5. Commanders should take positive and immediate actions to prohibit military personnel from engaging in any activities detrimental to good order, discipline, or morale. This includes ordering the removal of symbols, flags, posters, or other displays from barracks and placing areas or activities off-limits.
6. POC for this policy is the Battalion Equal Opportunity Representative (706) 545-0145.



MATTHEW W. WEBER
LTC, IN
Commanding



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BATTALION, 11TH INFANTRY REGIMENT
6649 VIBBERT AVENUE
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03 June 2016

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry

Regiment SUBJECT: Policy Letter #12: Fraternalization

1. References:

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. TRADOC Regulation 350-36, Basic Officer Leader Training, 1 September 2015

2. Permanent Party relationships. Soldiers of different grade must be cognizant that their interactions do not create an actual or clearly predictable perception of undue familiarity between an officer and an enlisted service member, or between an NCO and a junior-enlisted service member. Examples of familiarity between Soldiers that may become "undue" can include repeated visits to bars, nightclubs, eating establishments, or homes between an officer and an enlisted Soldier, or an NCO and a junior-enlisted Soldier, except for social gatherings, that involve an entire unit, office, or work section. All relationships between Soldiers of different grade are prohibited if they:

- a. Compromise, or appear to compromise, the integrity of supervisory authority.
- b. Cause actual or perceived partiality or unfairness.
- c. Involve, or appear to involve, the improper use of grade or position for personal gain.
- d. Are, or perceived to be, exploitive or coercive in nature.
- e. Create an actual or clearly predictable adverse impact on discipline, author, morale, or the ability of the command to accomplish the mission.

3. Student and Cadre relationships. Any relationship between students and cadre, not required by the training mission, is prohibited per AR 600-20, paragraph 4-15. This definition includes, but is not limited to, dating students, writing personal letters, text messages, e-mails, exchanging personal communications on social media, having personal telephone conversations unrelated to the training mission, playing cards, gambling, dancing, entertaining in personal residences, sharing accommodations in a hotel/motel, transporting in a privately owned vehicle, or any other conduct of a personal or sexual nature. This does not preclude the normal exchange of military courtesies, the standard courtesies extended at command sponsored functions, participating in religious activities, or activities specifically approved by the commander, or necessitated by emergency.

ATSH-TPB

SUBJECT: Policy Letter #13: Fraternalization

4. Student Relationships. Any relationship between students in training, not required by the training mission is prohibited in accordance with AR 600-20, paragraph 4-15 and TRADOC Regulation 350-36, paragraph 3-1. In the event student relationships distract from the training mission, the Battalion Commander reserves the right to separate students by platoon or company, to preserve good order and discipline and ensure the training mission remains the focus of both students and cadre. Cadre will immediately present matters to the Battalion Commander when student relationships become a training distraction, or induce a breakdown of good order and discipline.
5. Social Media. Cadre personnel are prohibited from "Friending" or requesting to be a "Friend" of students in training through use of personal social media outlets/networking sites (that is, Facebook, MySpace, etc.). However, social media outlets/networking sites, such as official unit sponsored pages focused on conveyance of official Army information, communications, or activities may be used for official/professional communication between cadre and students in training. All unit sponsored sites will be coordinated through the Unit Public Affairs Representative (UPAR), and will be approved by the Battalion Commander.
6. POC is the Battalion Executive Officer at 706-545-8192.


MATTHEW W. WEBER
LTC, IN
Battalion Commander



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND BATTALION, 11TH INFANTRY REGIMENT
6649 VIBBERT AVENUE
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ATSH-TPB

03 June 2016

MEMORANDUM FOR 2nd Battalion (IBOLC), 11th Infantry
Regiment SUBJECT: Policy Letter #13: Student Pregnancy

1. References:

- a. Army Regulation 40-501, Standards of Medical Fitness (RAR), 4 August 2011.
- b. TRADOC Regulation 350-36, Basic Officer Leader Training, 1 September 2015
- c. AR 600-8-24, Officer Transfers and Discharges (RAR), 13 September 2011

2. IBOLC has an obligation to ensure a safe and secure training environment to students. This includes provisions for students who become pregnant during the course. In order to prevent potential harm, all female students will be administered an initial pregnancy test upon arrival to the course. The testing will be coordinated at the Consolidated Troop Medical Clinic (CTMC) during in-processing week, and will avoid. This will ensure the leadership's dedication to protecting the fetus, while ensuring the productive use of the student in accordance with AR 40-501. The use of pregnancy tests will prevent a pregnant student's exposure to solvents, excessive vibrations, and the wear of load bearing equipment.

3. With a positive test result, the student will be retested as required by AR 40-501. If the student receives two positive test results, the CTMC will refer the student to a provider who will issue the student a pregnancy profile and begin prenatal care. The student's chain of command will place the student into a casual status and transfer them to HHC. The HHC commander will counsel the student as required in AR 600-8-24. The HHC commander will ensure a viable Pregnancy Post-Partum Physical Training Plan is maintained by the student. The commander will maintain communication with the student's medical provider throughout the course of the pregnancy, and utilize the student in a productive manner prior to delivery of the child.

4. Upon delivery of the child, the student will be placed on convalescent leave for a period of up to 12 weeks following normal delivery. Post-partum students will be issued a post-partum profile for up to 180 days, where they will be exempt from IBOLC training and normal PT. While on leave, and during this profile period, the student will participate in the PPPT program. Once cleared by a provider, the student will resume normal PT in preparation for the APFT.

5. Upon termination of a pregnancy, the student's provider will make a determination on convalescent leave and profiles. Any derivation from the policy outlined in AR 40-501 and

ATSH-TPB

SUBJECT: Policy Letter #14: Student Pregnancy

stated above will be based on the evaluation of a physician, and coordinated with the chain of command.

6. Once a student completes the PPPT program, passes the APFT, and is medically cleared to resume training, the student will be reinserted into training at a point in the course determined suitable by the Battalion Commander. Students will be briefed by their commander on their right to request an unqualified resignation per AR 600-8-24. It is the student's responsibility once completing post-partum profile, to meet all standards outlined in the ISAP.

7. POC for this policy is the Battalion Executive Officer at 706-545-8192.

A handwritten signature in black ink, appearing to read "Matthew W. Weber".

MATTHEW W. WEBER
LTC, IN
Battalion Commander