



DEPARTMENTS OF THE ARMY AND THE AIRFORCE  
JOINT FORCE HEADQUARTERS - VIRGINIA  
5901 BEAULAH ROAD  
SANDSTON, VIRGINIA 23150-6112

REPLY TO  
ATTENTION OF

NGVA-ZA

10 August 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy 15-011, Prohibiting Sexually Explicit or Suggestive Material in the Work Place

1. References:

a. Department of Defense Sexual Assault Prevention and Response Strategic Plan dated 30 April 2013

b. Memorandum from Secretary of Defense, Sexual Assault Prevention and Response dated May 6, 2013

c. Virginia National Guard Command Policy 14-04, Sexual Assault Prevention and Response (SAPR) Program Policy, dated 1 October 2014.

d. Virginia National Guard Command Policy 14-06, Sexual Harassment Prevention Policy, dated 1 October 2014

e. Technician Personnel Regulation 752, Sexual Harassment Table 18a, Sexual Harassment dated 8 July 2005

f. Virginia Department of Human Resources Management, Policy 2.05, Equal Employment Opportunity

g. Virginia Department of Human Resources Management, Policy 1.60, Standards of Conduct

h. Virginia Department of Human Resources Management, Policy 1.80 Work Place Violence

2. The display of sexually suggestive or explicit material (posters, magazines, etc.) in the workplace is prohibited. It is highly inappropriate and will not be tolerated.

3. It is the responsibility of all leaders to conduct inspections and remove all inappropriate material. Any Soldier, Airman or civilian possessing such material will be counseled in writing about the requirement of this order. Leaders will ensure that their area of responsibility is free of prohibited material and will be held accountable for failure to enforce this guidance.

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4. This policy applies to everyone. Any person who fails to comply will be subject to punishment under the applicable regulation.

5. Direct any questions to the Staff Judge Advocate at (434) 298-6285. POC regarding identifying explicit materials and sexual harassment is the EEO/EO office at (804) 236-7739.



TIMOTHY P. WILLIAMS  
Major General, VaARNG  
The Adjutant General

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