



## HEADQUARTERS, UNITED STATES FORCES KOREA

UNIT #15237  
APO AP 96205-5237

REPLY TO  
ATTENTION OF:

FKCC

17 OCT. 2011

### MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Forces Korea (USFK) Command Policy Letter #1, Zero Tolerance Policy

1. This policy remains in effect until specifically rescinded or superseded.
2. References:
  - a. Department of Defense (DoD) Directive 6200.04, Force Health Protection, 23 April 2007.
  - b. DoD Instruction 6495.02, Sexual Assault Prevention and Response Program Procedures, as amended 13 November 2008.
  - c. DoD Instruction 2200.01, Combating Trafficking in Persons (CTIP), 15 September 2010.
  - d. DoD Directive 1350.2, Department of Defense Military Equal Opportunity (MEO) Program, as amended 21 November 2003.
  - e. DoD Directive Number 1440.1, DoD Civilian Equal Employment Opportunity (EEO) Program, as amended 21 November 2003.
3. This policy applies to all USFK civilian and military members (including family members and contractors). As the USFK Commander, I have established a zero tolerance policy on the following areas:
  - a. **Suicide Prevention.** Service Component Commanders are responsible for ensuring that suicide awareness and prevention training is conducted for all USFK military personnel at least annually and for documenting that training in accordance with respective Service regulations. Suicide is an irreversible decision that horrifically affects the individual's family, friends, coworkers, and unit. This tragic and traumatic loss disrupts unit cohesion and weakens unit morale. We can prevent this needless and tragic loss by learning to recognize suicide warning signs and by taking immediate action to ensure that anyone exhibiting suicidal signs gets help. Suicide prevention is the responsibility of every Soldier, Sailor, Airman, Marine, civilian, contractor and family member living and working in the Republic of Korea. All military and civilian leaders must learn to recognize and respond to suicidal behavior.
  - b. **Prevention of Sexual Harassment (POSH).** Commanders and leaders at every level must be committed to creating and maintaining an environment that promotes productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects readiness. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature and is an exercise of power, domination, and control. Both men and women can be victims of sexual harassment by anyone in the work place - supervisors, co-workers, employees, or non-employees. All USFK personnel have a role to play in assuring a professional environment conducive to achieving our mission. I charge each individual with the responsibility to maintain a professional attitude, treat others with dignity and respect, and monitor his/her own behavior. The command will not tolerate sexual harassment on or off duty. I hold commanders, leaders, and management personnel responsible for setting a good example.

*This letter can be found at <http://www.usfk.mil>*

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c. **Prostitution and Human Trafficking (P&HT)**. Prostitution and human trafficking is illegal, immoral, and deprives an individual of basic human rights. All personnel must respect Korean laws or risk apprehension, trial, and confinement by ROK authorities. Prostitution and human trafficking shall not be facilitated in any way by USFK personnel. It is cruel and demeaning, is linked to organized crime, undermines the USFK mission, and is incompatible with our military core values. All USFK personnel should recognize the indicator signs for prostitution and human trafficking such as private rooms for employees and patrons, money being exchanged for unknown reasons, and the appearance of someone's freedom being restricted. Prostitution and human trafficking activities have direct and negative impacts on our US – ROK Alliance, combat readiness, Service member and family morale, and community health issues. This policy is punitive and persons who fail to comply with the provisions of this policy are subject either to punishment under the UCMJ, or adverse administrative personnel action and/or other adverse actions authorized by applicable laws or regulations.

d. **Equal Opportunity (EO) for Military Personnel**. The USFK EO program objective is to ensure all people are treated with dignity and respect. Ensuring EO is a guiding principle of our military establishment. Leaders and supervisors at all levels have a special responsibility in supporting this objective by recognizing and eliminating improper behavior and violations of our USFK EO policy. Furthermore, EO in USFK is a combat multiplier by enhancing unit an organizational leadership and cohesion. Our nation's security and prosperity depend upon our ability to develop and employ the talents of a diverse population. In support of this, I will not tolerate anyone being discriminated against because of their race, color, religion, gender, sex, or national origin.

e. **Equal Employment Opportunity (EEO)**. EEO and affirmative employment initiatives relate to all employment practices surrounding our civilian workforce, including but not limited to recruitments, hiring, promotions, training, awards, reductions in force, disciplinary actions, and terminations. This program requires fair and equitable consideration of all employees and job applicants regardless of race, color, religion, sex, disability (physical /mental), national origin, genetic information, and age (over 40). USFK is fully committed to preventing and correcting unlawful discrimination in its employment policies, procedures, practices, and operations. Commanders, managers, supervisors, and employees must understand and identify the importance of Equal Employment Opportunity by implementing and adhering to all regulations policies, practices, and procedures. My vision for USFK includes a diverse workforce free of discrimination that fosters respect of all people as we strive to fulfill our mutual goal of supporting the warfighter. Commanders and supervisors will remain proactive in preventing and eliminating discrimination and sexual harassment. Members of our team must be able to report violations without fearing acts of threats or reprisal.

3. POC for this policy letter is J1, Personnel Policy and Programs Branch, DSN 723-5632, [J11WorkFlow@korea.army.mil](mailto:J11WorkFlow@korea.army.mil).

  
JAMES D. THURMAN  
General, U.S. Army  
Commander

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