



**NATIONAL GUARD BUREAU
PROFESSIONAL EDUCATION CENTER
ROBINSON MANEUVER TRAINING CENTER, BLDG. 2502
NORTH LITTLE ROCK, AR 72199-9600**

ARNG-PEC-CD

24 June 2026

MEMORANDUM FOR Professional Education Center (PEC) Faculty, Staff, Students,
and Conference Attendees

SUBJECT: Commander's Policy Letter No.5 – Prevention of Sexual Harassment
(POSH)

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy, 15 April 2026.
- b. Army Regulation (AR) 600-52, Sexual Harassment/Assault Response and Program, 10 February 2025.
- c. National Guard Regulation (NGR) 600-21, Equal Opportunity Program in the Army National Guard, 22 May 2017.
- d. Chief National Guard Bureau Instruction (CNGBI) 9601.01, National Guard Discrimination Complaint Program, 21 December 2022.

2. Applicability. This policy applies to all military and Army Civilian Professionals (ACP's), both on and off post, during duty and non-duty hours, and includes online behavior.

3. Purpose. This memorandum establishes the Command's POSH policy as it pertains to sexual harassment which involves unwelcomed sexual advances, requests for sexual favors, and other verbal, non-verbal or physical conduct of a sexual nature between the same or opposite sex.

4. Policy:

- a. Sexual harassment is unacceptable, and PEC will not tolerate it in any form. PEC is committed to ensuring a work environment contributing to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects readiness. PEC expects the work environment to promote mission success, support personnel readiness, and to be free of sexual harassment for all personnel. PEC will not tolerate reprisal against anyone for reporting or cooperating with a sexual harassment allegation or investigation.

ARNG-PEC-CD

SUBJECT: Prevention of Sexual Harassment (POSH)

b. It is the Commander's intent to foster a work environment where all employees feel confident and empowered to address sexual harassment using any of the five techniques: direct, distract, delegate, delay and document.

5. Training. Leaders at all levels will set an example and know POSH policies. All Service Members and ACPs must attend annual mandatory POSH training. PEC also encourages State Employees and Contractors to attend. Leaders must take prompt and decisive action against sexual harassment.

6. Reporting. Soldiers, and their dependents ages 18 and over, may file a sexual harassment complaint with the PEC Sexual Assault Response Coordinator (SARC). Complaints from ACPs (to include those against Soldiers) reporting sexual harassment will be handled in accordance with the procedures contained in AR 690-600 and their servicing EEO office, or as provided for in any applicable collective bargaining agreement. For complaints against Title 32 Soldiers and students on orders less than 30 days, military personnel can contact the PEC MEO office for further guidance. Title 32 is governed by reference paragraph (d) of this policy.

7. The point of contact for this policy is the undersigned at (501) 212-5611 or edward.o.ziembinski.mil@army.mil.



EDWARD O. ZIEMBINSKI
COL, IN
Commanding