DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON RED CLOUD AND AREA I
UNIT # 15707
APO AP 96258-5707

REPLY TO ATTENTION OF:

POLICY LETTER #1-8

IMRD-ZA

2 6 OCT. 2012.

MEMORANDUM FOR FOR SEE DISTRIBUTION

SUBJECT: Equal Employment Opportunity Policy on Prevention of Sexual Harassment (POSH)

1. Reference:

a. Title VII of the Civil Rights Act, 1964, as amended in 1991.

b. 10 US Code, Section 1561, Complaints of Sexual Harassment: Investigation by Commanding Officers, 3 January 2005.

c. Title 29 Code of Federal Regulations, Part 1604.11, 1 July 2006.

2. Applicability. This policy applies to all U.S. Civilian employees, military supervisors of U.S. civilians, and certain contract employees.

3. Sexual harassment is a form of gender discrimination that involves "unwelcome sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature when; submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's employment; submission to or rejection of such conduct is used as a basis for career or employment decisions affecting an individual; or such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive working environment."

4. The elimination of sexual harassment is a leadership responsibility in which all of us have a role. Allegations or incidents of sexual harassment must be taken seriously, investigated promptly, and must be raised with the Area I Equal Employment Opportunity (EEO) Office. I expect everyone to maintain a professional attitude, treat others with dignity and respect, and monitor one's behavior. Proactive prevention is the best tool for the eradication of sexual harassment.

5. The Command will not tolerate sexual harassment both on and off duty. There is zero tolerance for such behavior. I am totally committed to achieving and safeguarding an environment free of sexual harassment. Commanders and leadership at all levels must create and maintain a workplace that promotes productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects readiness.

6. Under the provisions of Title VII and 29 Code of Federal Regulations Part 1614, this policy must be displayed on all official bulletin boards. The proponent agency for this policy is the USAG RC/Area I EEO Office, at 732-6273/6277.

JOHN M. SCOTT
COL, AV
Commanding

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