



INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202-4704

SEP 18 2002

MEMORANDUM FOR ALL PERSONNEL AND APPLICANTS FOR EMPLOYMENT,
OFFICE OF THE INSPECTOR GENERAL, DEPARTMENT OF
DEFENSE

SUBJECT: Policy Statement on Sexual Harassment

Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964. Accordingly, the Office of the Inspector General has a zero tolerance for sexual harassment. It is unacceptable conduct in the workplace and will not be tolerated or condoned in any way.

Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when: (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; (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creates an intimidating, hostile, or offensive working environment.

All managers are responsible and accountable for preventing and eliminating sexual harassment in their respective workplaces. Complaints of sexual harassment should be brought to the attention of the Equal Employment Opportunity Office immediately. You can be assured that prompt and appropriate steps will be taken to investigate allegations of sexual harassment and, if found to exist, aggressive action will be taken.

Our work environment must be free from unsolicited and unwelcome sexual overtures. Sexual harassment adversely affects both mission accomplishment and productivity in the workplace and is unacceptable conduct. Managers are expected to serve as role models for proper workplace behavior. Likewise, employees are expected to behave in a manner that respects everyone in the workplace.

I am confident that you will abide by the spirit of this policy.



Joseph E. Schmitz