



DEPARTMENT OF THE ARMY
PARKS RESERVE FORCES TRAINING AREA
BUILDING 620, 6TH STREET
DUBLIN, CA 94568-5201

IMPR-ZA

12 December 2011

MEMORANDUM FOR ALL US Army Parks Reserve Forces Training Area Personnel

SUBJECT: PRFTA Policy#2, Prevention of Sexual Harassment (POSH)

1. REFERENCES.

- a. AR 600-20, Army Command Policy, 18 March 2008.
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1998.

2. PURPOSE. To provide guidance to Parks Reserve Forces Training Area (PRFTA) Soldiers and Civilians on the prevention of Sexual Harassment.

3. APPLICABILITY. These procedures are applicable to all Civilian and military personnel assigned to an or under operational control of PRFTA.


4. POLICY. It is the command's policy that sexual harassment in any form will not be tolerated by PRFTA staff members, directors, and leaders at all levels must be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity.

a. Any person who uses or condones implicitly or explicit sexual behavior to control, influence or affect the career, pay, or job of a Soldier or Civilian employee in engaging in sexual harassment. Similarly, any Soldier or Civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in engaging in Personnel who witness or have knowledge of an incident of sexual harassment will immediately report it to his/her chain of command.

b. Every Soldier, family member, and Civilian employee has the right to present a complaint without fear of threats or reprisal. The elimination of sexual harassment begins with aggressive and progressive training to identify and prevent inappropriate behavior.

c. The Parks Reserve Forces Training Area has zero tolerance for sexual harassment, and there is no justification or excuse for sexual harassment to exist in the workplace. Successful mission accomplishment requires a positive command climate free of sexual harassment or any other form of unlawful discrimination.

5. PROPONENT. The Parks Reserve Forces training area Equal Employer Opportunity representative is the proponent for this policy at (925) 875-4650.


DAVID R. JAMES
LTC, LG
Commanding