REPLY TO
ATTENTION OF:

IMNE-MEA-EOA

0 5 MAR 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort George G. Meade Policy Memorandum # 10 , Prevention of Sexual Harassment (POSH)

1. Sexual harassment is a form of sex discrimination that involves unwelcomed sexual advances, requests for sexual favors and other verbal and physical conduct of a sexual nature.

2. Sexual harassment occurs when a supervisor, male or female, conditions the granting of economic or other job benefit upon the receipt of sexual favors from a subordinate or punishes that subordinate for refusing to comply. Sexual harassment also occurs when supervisors or coworkers create or foster a hostile or uncomfortable working environment for subordinates based on their gender.

3. Any person in a supervisory or command position, who uses or condones implicit or explicit sexual behavior to control, influence or affects the career, pay or job of a military member or civilian employee, is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures or physical contact of a sexual nature is also engaging in sexual harassment.

4. Sexual harassment will not be tolerated in the command. Allegations of it will not be ignored. The first-level supervisor above the alleged or suspected offender must aggressively investigate and take appropriate action in accordance with law and regulations.

5. Prevention is the best tool for elimination of sexual harassment. I expect supervisors to take those actions necessary to prevent sexual harassment from occurring within their areas of responsibility. I further expect that allegations of sexual harassment will be immediately investigated, and if appropriate, corrective measure taken.

EDWARD C. ROTHSTEIN
Colonel, Military Intelligence
Commanding

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