DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT BRAGG
2175 REILLY ROAD, STOP A
FORT BRAGG NORTH CAROLINA 28310-5000

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Command Policy #2 - Prevention of Sexual Harassment (POSH)

1. RERERENCES.

    a. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.

    b. AR 690-600, Equal Employment Opportunity Discrimination Complaints,
9 February 2004.

    c. U.S. Code: Title 10, 1561, Complaints of Sexual Harassment

2. This policy applies to all personnel assigned to the Installation Management Command,
Headquarters Garrison Command, Fort Bragg, North Carolina.

3. I affirm my personal commitment to the establishment of a working environment free of
sexual harassment, where all personnel can perform to their full potential. The spirit and intent
of this policy on POSH is to foster a working environment conducive to the dignity and self-
worth of all and that reflects the Garrison's commitment to excellence. As the commander, I
expect managers and supervisors to lead by example and ensure professional conduct in their
workplace environments. Additionally, all employees in this command will be held to a high
standard of conduct for personal behavior.

4. I will not tolerate sexually harassing behavior by any member of this command. The
prevention of sexual harassment is everyone's responsibility. Every Soldier, civilian employee,
and Family member is responsible for treating one another with dignity and respect. Individuals
in leadership or supervisory positions must lead by example and will be held accountable for
maintaining a discrimination-free work environment.

5. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual
advances, requests 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 has the
purpose or effect of unreasonably interfering with an individual's performance or creates an
intimidating, hostile, or offensive work environment.

6. The elimination of sexual harassment is a leadership responsibility. Each and every one of us has an obligation to maintain high standards of conduct in the workplace. Strong leadership is required to eliminate this type of behavior. Employees, former employees, or applicants for employment who have been sexually harassed by their supervisor, co-workers, peers or customers, have an obligation to make it clear that such behavior is unwelcomed and offensive. Co-workers who have witnessed such incidents also have an obligation to come forward and report it immediately.

7. Civilian employees who feel they are being sexually harassed should request assistance from their chain of command or the Equal Employment Opportunity (EEO) Office. Military personnel and Family members should seek assistance from the military Equal Opportunity Office.

8. An essential part of the POSH program is awareness training. All newly assigned supervisors and employees must complete basic classroom POSH training. Existing supervisors and employees who have not previously completed a basic training course are also required to attend basic POSH training. In addition, all Garrison managers, supervisors, and employees are required to attend refresher POSH training annually.

10. This policy memorandum will be issued to new employees during New Employee Orientation (NEO) training, newly appointed supervisors; and permanently posted on all official bulletin boards.

11. The point of contact for this policy is the Garrison EEO Office, commercial (910) 396-5214 or DSN 236-5214.

//signed//
 STEPHEN J. SICINSKI
COL, CA
Garrison Commander