



DEPARTMENT OF THE ARMY
SAVANNAH DISTRICT, CORPS OF ENGINEERS
100 W. OGLETHORPE AVENUE
SAVANNAH, GEORGIA 31401-3640

REPLY TO
ATTENTION OF:

CESAS-EE

12 JUL 2006

MEMORANDUM FOR DISTRIBUTION F

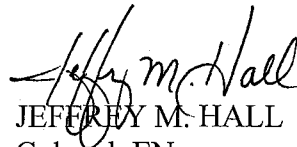
SUBJECT: Commander's Policy Statement DE-10-03 Sexual Harassment

1. Purpose. To disseminate the Savannah District's policy on sexual harassment.
2. Applicability. This policy memorandum is applicable to all District employees.
3. General. The Savannah District is committed to taking positive and immediate steps to combat sexual harassment. Training will be provided to managers, supervisors, and employees to ensure they understand the issues as well as their responsibilities in preventing sexual harassment in the workplace.
4. Summary. Sexual harassment adversely affects the accomplishment of our mission and will not be tolerated in the Savannah District. This policy covers sexual harassment by anyone in the workplace, or duty-related environment, supervisors, co-workers or non-employees – military or civilian.
 - a. Sexual Harassment is defined as conduct, constituting a form of sex discrimination, that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:
 - (1) Submission to 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 such conduct has the purpose or effect of unreasonably interfering with an individual's work performance, or creates an intimidating, hostile, or offensive work environment and is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive.
 - b. Individuals who are the recipient of this behavior should promptly report it and clearly communicate that the behavior is offensive and unwelcome, and report the incident to an appropriate supervisor or manager. When an employee alerts management, the District is obligated to promptly inquire into the allegation regardless of whether an official complaint has been lodged. I will not tolerate adverse treatment of employees because they have reported this behavior.

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5. I expect all employees to do their part and support this commitment to a command climate that maintains the highest level of professionalism where any type of offensive behavior is nonexistent.


JEFFREY M. HALL
Colonel, EN
Commanding