



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, BAMBERG
UNIT 27535
APO AE 09139-7535

REPLY TO
ATTENTION OF

IMEU-BAM-EO

MEMORANDUM FOR All Personnel Assigned to the US Army Garrison, Bamberg

SUBJECT: Prevention of Sexual Harassment

1. Reference: AR 600-20, Chapter 6, Army Command Policy
2. Purpose: To provide guidance to all US Army Garrison, Bamberg personnel on the Prevention of Sexual Harassment (POSH).
3. Scope: This policy applies to all personnel assigned to or under the operational control of US Army Garrison Bamberg.
4. Policy:

a. I am totally committed to ensuring that all Soldiers, Civilian employees, and Family Members have a working and living environment free of sexual harassment. Sexual harassment is a deplorable behavior that directly impacts on unit cohesion and mission accomplishment. It is unacceptable and has no place in this organization. Sexual harassment is a form of sexual discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when any of the following occurs:

(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 is used as a basis for career or employment decisions.

(3) Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

b. Any Soldier or civilian in a command or supervisory position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another person is engaging in sexual harassment. Similarly, any person who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace. It can occur anywhere, and it violates the standards of respect, loyalty, and integrity that the Army holds dear.

IMEU-BAM-EO

SUBJECT: Prevention of Sexual Harassment

c. All personnel and Family Members are protected from reprisal or retaliation for filing complaints. No Soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold or threaten to withhold a favorable personnel action, in reprisal against any person for filing a complaint. Should a Soldier be threatened with such an act, or if such an act should occur, he or she must report these circumstances to the DoD IG. If an allegation of reprisal is made known to any agency authorized to receive complaints, the agency should refer the complaint to the DoD IG. The DoD IG Hotline number is (800) 424-9098 and may be used to report threats or acts of reprisal.

d. The prevention of sexual harassment is the responsibility of all. Leaders set the standard. I expect leaders at every level to continually assess and be aware of the command climate regarding sexual harassment. Take prompt, decisive action to investigate all complaints of sexual harassment and to preclude unlawful behavior. Conduct progressive, interactive training for Soldiers and Civilians, creating awareness in the area of sexual harassment. Take appropriate action against those who exhibit behaviors characteristic of sexual harassment. Above all else, treat others with dignity and respect.

5. POC is MSG Matthew Waldron, EO Officer, DSN 469-8624.



STEVEN L. MORRIS

LTC, AV

Commanding