



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
2405 GUN SHED ROAD  
JOINT BASE SAN ANTONIO FORT SAM HOUSTON, TX 78234-1223

APR 14 2014

IMCG

MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND  
PERSONNEL

SUBJECT: Command Policy #3 — Prevention of Sexual Harassment (POSH):  
Department of the Army Civilians (DAC)

1. REFERENCES: AR 690-12, Equal Employment Opportunity and Affirmative Action
2. I am responsible for providing a work environment in which all personnel are free from sexual harassment. I expect your personal support and responsibility for appropriate behavior. It is important to me that allegations of, or acts of sexual harassment do not interfere with the ability to accomplish our mission. I expect leaders to set and expect high standards of exemplary professionalism by personal example, and ensure recognition of those who exhibit role model behavior.
3. Sexual harassment violates the law, is detrimental to productivity, diminishes self-esteem, adversely affects morale and our mission, and will not be tolerated. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, lewd remarks or other conduct of a sexual nature, when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, submission to or rejection of such conduct by an individual is used as a basis for employment decisions, or such conduct interferes with an individual's ability to work to his or her maximum potential or creates an intimidating, hostile or offensive work environment.
4. Preventing sexual harassment is everyone's responsibility. An employee who believes he or she has been subjected to sexual harassment should report the allegations to the appropriate management official, SHARP point of contact or your servicing EEO office. I expect leaders to address allegations of sexual harassment swiftly.

A handwritten signature in black ink, appearing to read "David D. Halverson", is positioned above the printed name.

DAVID D. HALVERSON  
Lieutenant General, USA  
Commanding