

POLICY

Number:

B-2

SUBJECT: Prevention of Sexual Harassment (POSH)

Date:

10 June 2005

1. Sexual harassment is defined as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors and other non-verbal, verbal or physical conduct of a sexual nature when:

a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term of condition of a person's job, pay or career; or

b. Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person; or

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

2. Sexual harassment demeans the dignity and respect of another person and impacts on morale, discipline and cohesiveness and will not be tolerated on this post. Sexual harassment is punishable under the UCMJ. It diminishes the high standards of honesty, integrity, and organizational values necessary for carrying out the Army mission. Any military or civilian employee who is found guilty of sexual harassment will be disciplined as warranted.

3. Individuals who feel that they are being or have been sexually harassed should make it clear that the behavior is offensive and are encouraged to report the incident to their supervisor, Equal Opportunity Representative/Advisor, chain of command or the Inspector General's Office. Commander, managers, and leaders at all levels will ensure that anyone filing a complaint alleging sexual harassment will be protected against acts or threats of reprisal and retaliation.

4. Allegations of sexual harassment will be investigated and resolved promptly at the lowest level possible or by formal disciplinary or administration action. Commanders, managers and supervisors will take prompt and decisive action when such sexual harassment is substantiated. The Army's policy and Fort Bliss policy is zero tolerance for sexual harassment and discrimination.

5. All soldiers and Department of the Army civilians will receive semi-annual sexual harassment prevention training that gives guidance on what constitutes sexual harassment and the avenues available for reporting sexual harassment.

6. I charge everyone to take personal responsibility in preventing sexual harassment. I am committed to ensuring our soldiers, their family members and Department of the Army civilian employees have a work and living environment free of sexual harassment.

7. This policy memorandum will be permanently posted on unit bulletin boards.


ROBERT P. LENNOX
Brigadier General, USA
Commanding

ORIGINATING OFFICE:

EO / EEO Offices