



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
United States Army Intelligence Center and Fort Huachuca  
Fort Huachuca, Arizona 85613-6000

ATZS-CG (600-20)

14 February 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 109 -- Prevention of Sexual Harassment (POSH) - Military

1. The policy of the US Army is that sexual harassment is unacceptable conduct and will not be tolerated. Sexual harassment destroys teamwork and negatively affects unit cohesiveness, esprit de corps, and combat readiness. All levels of this command must be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment impairs productivity and denies individuals of their dignity. There is zero tolerance for sexual harassment within this command.

2. Army Regulation 600-20, Army Command Policy, defines sexual harassment as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when-

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

3. In addition, any person 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 a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

4. Prevention of sexual harassment is the responsibility of every soldier and Department of the Army (DA) civilian. If leaders witness or know of sexual harassment, they are obligated to act. If they do not, they themselves are guilty of sexual harassment. Leaders must ensure that soldiers, civilians, and family members know and understand the manifestations and impact of sexual harassment. This is accomplished through progressive, interactive small group training of mixed gender. Semi-annual POSH training is mandatory. Commanders will lead such training

and ensure their soldiers attend.

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5. I urge soldiers at all levels to report sexual harassment to their chain of command and to let offenders know that their behavior is unwelcome and offensive. If you feel that you are a victim of sexual harassment, do not hesitate to call the Military Equal Opportunity (MEO) Office at 533-1717/5305 or 538-0533 for assistance. Fort Huachuca has established an Equal Opportunity/Sexual Harassment Hotline at extension 533-2376, which contains information on sexual harassment, equal opportunity reporting, and appeal procedures. Sexual harassment complaints can be filed either informally or formally. I expect commanders at all levels to protect complainants from acts or threats of reprisal.
6. The proponent for this policy is the MEO Office, ATZS-ME, extension 3-1717.
7. This memorandum supersedes policy memorandum USAIC&FH, ATZS-CG, 13 December 1999, subject: Prevention of Sexual Harassment (POSH) for Military and Family Members.

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JAMES A. MARKS  
Brigadier General, USA  
Commanding

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