



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
FORT HUACHUCA, ARIZONA 85613-6000

ATZS-CG (690-700)

14 February 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy 123 – Training for the Prevention of Sexual Harassment (POSH)

1. The issue of sexual harassment continues to be a concern in our society at large, as well as in the workforce. Therefore, we must have policies in place, the purpose of which is to preclude the occurrence of sexual harassment.
2. It is not enough for us to simply define the illegal or inappropriate behavior, or to pronounce that it will not be tolerated. We must provide employees and managers with the tools that will bring about behavior that contributes to a workplace free from a hostile environment. Department of the Army mandates that everyone be trained in the prevention of sexual harassment. Therefore, it is the policy of the U.S. Army Intelligence Center and Fort Huachuca to conduct mandatory training in the prevention of sexual harassment for all employees, supervisors and managers, and military who supervise civilians. **THIS IS AN ANNUAL TRAINING REQUIREMENT.**
3. Consistent with the responsibilities of the Equal Employment Opportunity (EEO) program, the EEO Office is designated the proponent for all training on the prevention of sexual harassment. The Civilian Personnel Advisory Center will ensure that training is documented in employees' Official Personnel Folders.
4. It is my objective to create and maintain a workforce environment at Fort Huachuca that is positive, and one that contributes to teamwork, efficiency and productivity. I expect total support for the training in order to reach this goal.
5. A copy of this memorandum will be posted on all official bulletin boards.

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6. This memorandum supersedes policy memorandum, ATZS-CG, dated 5 Feb 01, subject: Policy 01-07 - Training for the Prevention of Sexual Harassment (POSH).

//original signed//

JAMES A. MARKS
Brigadier General, USA
Commanding

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