



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL
FORT SILL, OKLAHOMA 73503

REPLY TO
ATTENTION OF

ATZR-C

4 May 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment Policy, CG Policy Memo 12-26

1. References.

- a. AR 600-20, Army Command Policy, 18 March 2008.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- c. 29 Code of Federal Regulation (CFR) Part 1614.

2. Policy. I am committed to the Army's policy on ensuring government employees are free of sexual harassment. Sexual harassment will not be tolerated, practiced, or condoned.

3. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that interferes with any individual's work performance or creates a hostile or offensive work environment.

4. Procedures.

a. Complainants may contact their commander/director, Equal Employment Opportunity (EEO)/Equal Opportunity (EO), or other agencies concerning a complaint without fear of intimidation, reprisal, or harassment. Acts of reprisal are in direct violation of Army policy and must be reported to the Inspector General Office, 442-3176.

b. Any leader who witnesses or otherwise knows of an incident of sexual harassment must report it to their commander/director, EEO/EO, or other designated agencies.

5. I expect commanders/directors to take steps to prevent sexual harassment and take immediate corrective actions when problems occur. Training and education are critical to ensuring that all personnel are aware that acts of sexual harassment are incompatible with government service.

ATZR-C

SUBJECT: Prevention of Sexual Harassment Policy, CG Policy Memo 12-26

6. This CG Policy Memorandum supersedes CG Policy Memorandum, IMWE-SIL-EEO 5 February 2009, subject: Prevention of Sexual Harassment Policy, CG Policy Memo 09-4 and CG Policy Memorandum, 5 February 2009, subject: Prevention of Sexual Harassment Policy, CG Policy Memo 09-8.

7. Points of contact are the Equal Employment Opportunity Office, 442-4024, office hours are 0730-1600 and Equal Opportunity Office, 442-4108, office hours are 0900-1630.



JAMES M. MCDONALD
Major General, USA
Commanding

DISTRIBUTION:
Fort Sill Internet