DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT SILL
462 HAMILTON ROAD, SUITE 120
FORT SILL, OKLAHOMA 73503

REPLY TO
ATTENTION OF

IMWE-SIL-EEO

JUL 19 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH) Policy, GC Policy Memo 11-05

1. References.

a. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Employment, 4 March 1988.

b. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

c. Army Installation Management Agency Policy Memorandum #3, subject: Prevention of Sexual Harassment, 22 February 2010.

2. This policy applies to all civil service employees assigned to the United States Army Garrison, Fort Sill.

a. Sexual harassment violates the law. Unwelcome sexual advances, request for sexual favors, lewd remarks, or inappropriate conduct of a sexual nature constitutes sexual harassment when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or such conduct by an individual is used as a basis for employment decisions.

b. I expect all supervisors, managers, and senior level officials to set high standards and demonstrate by personal examples to the uppermost degree of professionalism.

c. All POSH training for the workforce, both military supervisors of civilian employees and civilian employees is mandatory and the responsibility of each command Sexual Harassment Assault Response Prevention point of contact.

3. Point of contact is Ms. Thompson, EEO, (580) 442-2570/4024 or e-mail (sharon.l.thompson50.civ@mail.mil).

4. This policy memorandum supersedes GC Policy Memo 09-02, subject: Prevention of Sexual Harassment (POSH) Policy, 14 August 2009.

PAUL S. HOSSENLOPP
COL, FA
Garrison Commander

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