



DEPARTMENT OF THE ARMY
U. S. ARMY SECURITY ASSISTANCE COMMAND
7613 CARDINAL ROAD
REDSTONE ARSENAL, AL 35898-5000

REPLY TO
ATTENTION OF

23 December 2009

AMSAC-EEO

MEMORANDUM FOR ALL EMPLOYEES

SUBJECT: U.S. Army Security Assistance Command (USASAC) Policy Memorandum 103.12 -
Prevention of Sexual Harassment (POSH)

1. References:

- a. AR 690-12, Equal Employment Opportunity and Affirmative Action.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints.
- c. AR 600-20, Army Command Policy.

2. The policy of the U.S. Army Security Assistance Command (USASAC) is that sexual harassment is unacceptable conduct and will not be condoned or tolerated. USASAC has zero tolerance for sexual harassment in the workplace.

3. Sexual harassment is defined in law and regulation as unwelcome sexual advances, requests for sexual favors, and other verbal and physical conduct of a sexual nature which is used as a basis for career or employment decisions or when it results in a working environment that is hostile, offensive, or intimidating, or so negative that it affects a Soldier or employee's ability to do his or her job.

4. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of an employee is engaging in sexual harassment. Similarly, a supervisor, coworker, or customer who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment. Soldiers, employees, or applicants for employment who have been sexually harassed have an obligation to make it clear that such behavior is unwelcome and offensive. Complaints of sexual harassment are to be reported immediately.

5. Soldiers, employees, or applicants for employment who have been sexually harassed have an obligation to make it clear that such behavior is unwelcome and offensive. This Command expects the commitment of each individual to establish and maintain a work environment free of sexual harassment for all personnel, whether civilian or military, active duty or reserve. Everyone must do what is right legally and morally – every day.

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6. Proactive efforts are needed to prevent sexual harassment. In accordance with Army regulations and policy, all managers, supervisors, military, and civilian employees will attend and successfully complete required training in POSH. The spirit of this policy is to prevent sexual harassment, thereby fostering a work environment conducive to mission accomplishment. It is the responsibility of every leader – military and civilian – to examine allegations of sexual harassment and take necessary action to ensure that these matters are addressed swiftly, fairly, and effectively.

7. The commitment of every Soldier and civilian to prevent sexual harassment, and all forms of sexual discrimination, will ensure that this Command maintains the highest level of professional behavior and courtesy that marks USASAC's commitment to excellence.



CHRISTOPHER TUCKER
Brigadier General, USA
Commanding