DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAUMHOLDER
UNIT 23746
APO AE 09034-0003

REPLY TO
ATTENTION OF

14 JUL 2010

IMEU-BMH-ZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 2-7, Commander's Policy on Sexual Harassment

1. Reference: Army Regulation 600-20, Army Command Policy, dated 18 March 2008.

2. Purpose: To establish the USAG Baumholder Commander's policy on the Prevention of Sexual Harassment (POSH).

3. Applicability: This policy is applicable to all Soldiers, Civilians, and Family Members assigned or attached to this command.

4. Intent: To develop and maintain an environment free of Sexual Harassment.

5. General:

a. Sexual Harassment is 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:

(1) Submission to, or rejection of, such conduct is made either explicitly or implicitly as a term or condition of a person's job, pay, or career.

(2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person.

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creates an intimidating, hostile, or offensive working environment.

b. 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 a Soldier or Civilian employee is engaging in sexual harassment. Similarly, a 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.

6. Responsibilities:

a. Commanders, supervisors, and leaders are responsible for maintaining an environment free of sexual harassment.

b. I expect all personnel to do their part to eliminate sexual harassment from the working, living, and recreation areas in this command.

7. POC for this memorandum is the Garrison Equal Opportunity Advisor (EOA) at 485-6510.

SAM R. McADOO
LTC, SC
Commanding

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