



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT HAMILTON
113 SCHUM AVE.
BROOKLYN NEW YORK 11252-5300

GARRISON POLICY
EO - 01

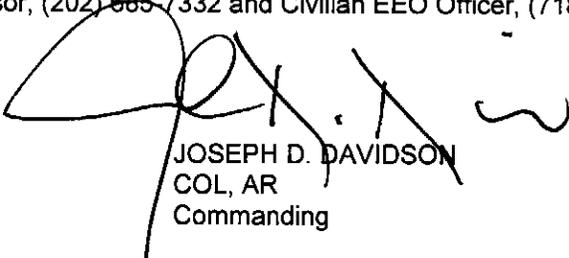
IMHA-ZA

23 July 2014

MEMORANDUM FOR All Members of the Fort Hamilton Community

SUBJECT: Prevention of Sexual Harassment (POSH)

1. PURPOSE: To establish the USAG Fort Hamilton's Commander's Policy on the Prevention of Sexual Harassment.
2. INTENT: To maintain a workforce environment free of unlawful discrimination.
3. GENERAL:
 - a. Sexual Harassment **will not** be tolerated at Fort Hamilton. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.
 - b. I expect each manager, supervisor and leader to be pro-active and vigilant in ensuring that sexually harassing behavior does not occur, that the work place is free from any appearance of condoning this behavior, and that situations which could create an intimidating, hostile, or offensive work environment be identified and eliminated.
 - c. Employees who believe they have been subjected to sexual harassment should make it clear that such behavior is offensive and they want it to stop. You can also contact your manager/supervisor. If you need further assistance or have questions, the Equal Employment Opportunity Officer (718) 630-4334 is available to assist you.
 - d. Any instance identified will be addressed quickly and firmly by the appropriate manager/supervisor. All Fort Hamilton leaders must ensure that sexual harassment concerns brought to their attention are handled swiftly, fairly, and effectively.
 - e. All members of the United States Army Garrison Fort Hamilton, Military and Civilian, are required to fully support this policy to prevent and eliminate all forms of sexual harassment. Employees may also use the Equal Employment Opportunity Discrimination Complaint Process, the administrative grievance procedures, or report incidents to the Department of Defense Inspector General.
 - f. Sexual harassment is a violation of the high standards of honesty, integrity, and organizational values necessary for carrying out the Army mission. Let us all work to maintain these high standards. I am committed to a work environment free of sexual harassment, and I count on each of you to make this happen.
4. This policy will be posted on all official bulletin boards.
5. Points of contact: Military EO Advisor, (202) 685-7332 and Civilian EEO Officer, (718) 630-4334.


JOSEPH D. DAVIDSON
COL, AR
Commanding