



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON FORT HAMILTON
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BROOKLYN NY 11252-5300

GARRISON POLICY
EO - 04

IMHA-EO

23 July 2014

MEMORANDUM FOR All Members of the USAG Fort Hamilton Community

SUBJECT: Statement on Sexual Harassment

1. REFERENCE: AR 600-20, Army Command Policy, RAR 001, 1 February 2009.
2. PURPOSE: To provide guidance to Fort Hamilton personnel on sexual harassment and to reaffirm and endorse the Department of the Army's training requirement on the prevention of sexual harassment.
3. APPLICABILITY: These procedures are applicable to all service members and Family members assigned to and/or under the operational control of Fort Hamilton.
4. POLICY: In accordance with guidelines set forth in AR 600-20, Chapter 7 and Appendix D, sexual harassment is unacceptable behavior. This command is totally committed to creating and maintaining an environment free of sexual harassment.
5. PROCEDURES:
 - a. Sexual harassment is defined as unwelcomed sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:
 - (1) submission to or rejection of such conduct by a person is made either explicitly or implicitly a term or condition of a person's job, pay or career, or
 - (2) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
 - (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work 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 is engaging in sexual harassment. Similarly, any Soldier who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
 - c. Military supervisors are charged with setting the example for their subordinates by ensuring compliance with policy and maintaining standards of conduct within their areas of responsibility that exemplify professionalism. Supervisors must ensure equitable, prompt, and effective action be taken to address allegations of sexual harassment and other discriminatory behavior.

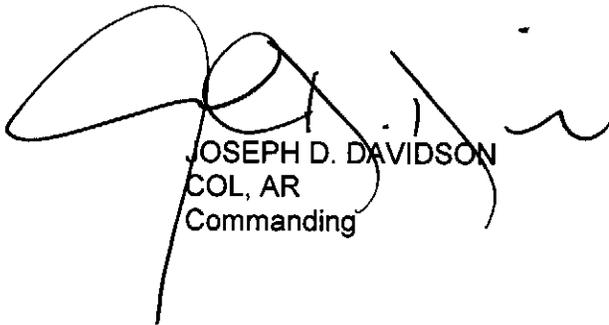
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d. Individuals who perceive they are being sexually harassed are encouraged to make it clear that such behavior is unacceptable and report the incident to a member in their chain of command, the EO Advisor, or an alternate agency. It is the responsibility of every military leader to examine allegations of sexual harassment and take the necessary action to ensure these matters are addressed expeditiously, fairly, and effectively.

e. Our mission is support and our vision is to continue to improve the quality of life for Soldiers and Family members by creating a work environment free of sexual harassment. The Army has a continuing commitment to eradicate sexual harassment and Soldiers must exhibit the highest level of professional behavior and courtesy that the Nation expects. This policy letter will be posted on all bulletin boards.

6. The Fort Hamilton EO office is the proponent for this policy. Point of contact is the EO Advisor: (202) 685-7332.



JOSEPH D. DAVIDSON
COL, AR
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