



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON FORT HUNTER LIGGETT
BUILDING 238 CALIFORNIA AVENUE
FORT HUNTER LIGGETT, CA 93928-7000

IMHL-HR

18 DEC 2012

MEMORANDUM FOR US Army Garrison Fort Hunter Liggett (USAG FHL) Soldiers and Civilians
SUBJECT: FHL Policy #2, Prevention of Sexual Harassment (POSH) Policy

1. REFERENCE.

- a. AR 600-20, Army Command Policy, 18 April 2008 (RAR 11 February 2009)
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988

2. PURPOSE. To provide guidance to USAG FHL Soldiers and civilians on Prevention of Sexual Harassment (POSH).

3. APPLICABILITY. This policy applies to USAG FHL personnel, applicants for employment, and Soldiers at all sites.

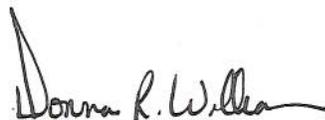
4. POLICY.

a. It is my policy as the Installation Commander that sexual harassment in any form will not be tolerated. USAG FHL staff members, directors, and leaders at all levels must be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity.

b. Any person who uses or condones implicit or explicit sexual behavior to control, influence, or impact the career, pay, or job of a Soldier or civilian employee is engaging in sexual harassment. Similarly, any 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. In both instances, the harasser is violating Army Regulations and the law. Personnel who witness or have knowledge of an incident of sexual harassment will immediately report it to his or her chain of command.

c. Every Soldier, family member, and civilian employee has the right to present a complaint without fear of threats or reprisal. The elimination of sexual harassment begins with aggressive and progressive training to identify and prevent inappropriate behavior.

5. PROPONENT. The Directorate of Human Resources (DHR) is the proponent for this policy. POC is the DHR at (831) 386-2810.


DONNA R. WILLIAMS
COL, EN
Commanding