DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
5001 EISENHOWER AVENUE, ALEXANDRIA, VA 22333 - 0001

REPLY TO
ATTENTION OF

AMCEE

01-03-EE
17 December 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Statement for the Prevention of Sexual Harassment (POSH)

1. Any form of sexual harassment is unacceptable conduct and will not be condoned or tolerated at the U. S. Army Materiel Command (AMC). Sexual harassment is a form of sex discrimination that involves unwelcome sexual favors, or other verbal or physical conduct of a sexual nature when either submission or rejection is made a condition of employment, interferes with work performance, or creates an intimidating, hostile or offensive working environment. AMC has zero tolerance for sexual harassment in the workplace.

2. 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, co-worker, or customer who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment. Such behavior will not be tolerated at any level. 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.

3. Proactive efforts are needed to prevent sexual harassment. All managers, supervisors and civilian employees will attend and successfully complete annual training in POSH, in accordance with Army requirements. The spirit of our policy is to prevent sexual harassment thereby fostering a work environment conducive to mission accomplishment. I am confident that you will support my commitment to the prevention of sexual harassment and all forms of sex discrimination as we continue to maintain the high level of professional behavior and courtesy that marks AMC'S commitment to excellence.

4. If you have any questions or need more information on this policy, contact the Director, Office of Equal Opportunity, HQ AMC, DSN 767-9003 or COM (703) 617-9003.

PAUL J. KERN
General USA
Commanding

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