



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO
ATTENTION OF

IMBV-EEO

17 August 2012

MEMORANDUM FOR US Army Fort Belvoir Garrison Personnel

SUBJECT: Fort Belvoir Policy Memorandum #5, Policy Statement on Sexual and Other Unlawful Harassment

1. REFERENCE.

- a. AR 600-20, Army Command Policy, 18 March 2008, RAR: 4 August 2011.
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. PURPOSE. To provide policy and guidance to all Fort Belvoir Garrison personnel on Sexual and Other Unlawful Harassment.

3. APPLICABILITY. This policy statement applies to all military and civilian personnel assigned to or under the control of Fort Belvoir Garrison.

4. POLICY.

a. I am committed to creating a work environment free of any form of unlawful harassment. Commanders, managers, and supervisors must remain cognizant of their responsibilities to prevent this unacceptable conduct, and take immediate and appropriate action when such conduct is present.

b. Sexual harassment is a form of sex discrimination that involves unwelcome sexual nature when (1) submission to or rejection of such conduct is made, either explicitly or implicitly, a term or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or (2) such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

c. It is important, however, to also emphasize my zero tolerance of any form of unlawful harassment in the workplace which violates federal law, whether the discriminatory treatment is based on sex (whether or not of a sexual nature), race, color religion, national origin, age (40 and older), disability, Genetic Information Nondiscrimination Act (GINA) or protected activity under the anti-discrimination statutes. Offensive conduct constitutes harassment if it alters the conditions of the victim's employment, either by culminating in a tangible employment action or by being sufficiently severe or pervasive to create a hostile work environment.

“LEADERS IN EXCELLENCE”

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d. Any member of this command who thinks he/she is experiencing sexual or other unlawful harassment should make it clear that such behavior is offensive and immediately report it to the appropriate commander/supervisor, EEO/EO official, or Inspector General (IG). I expect all personnel to support my continuing commitment to ensure that unlawful harassment is eliminated at Fort Belvoir.

5. PROPONENT. The proponent of this policy is the EEO Office at (703) 805-2006 or the EO office at (703) 805-2288.



GREGORY D. GADSON
Colonel, FA
Commanding