DEPARTMENT OF THE ARMY
HEADQUARTERS, I CORPS AND FORT LEWIS
BOX 339500
FORT LEWIS, WASHINGTON 98433-9500

REPLY TO
ATTENTION OF:

*FL PS #1

AFZH-CSE POLICY STATEMENT #1 10 DEC 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy on Prevention of Sexual Harassment for Military and Civilian Personnel

1. Intent. To establish I Corps and Fort Lewis policy on the prevention of sexual harassment.

2. This command is committed to the Army's policy against sexual harassment. Sexual harassment will not be practiced, condoned, or tolerated. It is the responsibility of every leader, military and civilian, to examine allegations of sexual harassment and take necessary action to ensure these matters are addressed swiftly, fairly, and effectively.

3. It is vital that all commanders, directors, managers, and supervisors actively work to prevent and eliminate any form of sexual harassment from their areas of responsibility. Sexual harassment is defined as: A form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, 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.

4. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the 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.

5. Anyone experiencing sexual harassment is encouraged to report the harassment to their chain of command or, they may contact the staff of the Equal Opportunity (EO) Office (for military personnel), at 253 967-1470, or the Civilian Equal Employment Opportunity (EEO) Office (for civilian personnel), at 967-9078, both agencies are located at building 5164, Utah Avenue, Fort Lewis Washington.

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*This policy statement supersedes PS #1, dtd 30 Nov 99

6. The chain of command will make every effort to resolve complaints and ensure complainants are protected from acts or threats of reprisal for filing sexual harassment complaints. Effective mission accomplishment is contingent upon our ability to perform in a positive environment of mutual respect, dignity, and fair treatment for all of our military and civilian personnel.

7. This policy statement will be posted on all official bulletin boards.

EDWARD SORIANO
Lieutenant General, USA
Commanding

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