



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926



SFIM-ZE

JUN 24 2003

MEMORANDUM FOR US Army Installation Management Agency Personnel

SUBJECT: US Army Installation Management Agency Policy Memorandum #3,
Prevention of Sexual Harassment (POSH)

1. REFERENCES.

- a. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.
- b. Army Regulation 600-20, Army Command Policy, dated 13 May 2002.
- c. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, dated 18 September 1989

2. PURPOSE. Provide policy and guidance to US Army Installation Management Agency (IMA) personnel on POSH.

3. APPLICABILITY. This policy applies to all civilian and military personnel assigned to and/or under the operational control of IMA.

4. POLICY. All IMA personnel are expected to adhere to the Army's core values that exemplify, promote and support the principles of equal employment opportunity and equal opportunity. IMA policy memorandum #2, Equal Employment Opportunity (EEO) and Equal Opportunity (EO) details the IMA Director's commitment to provide an environment free from discrimination.

- a. Sexual harassment is a form of discrimination and a prohibited personnel practice as defined in AR 690-12, AR 600-20 and AR 690-700. This form of discrimination adversely affects men and women, military and civilian, has cost implications, and creates a hostile work environment that harms readiness, productivity, and morale. Sexual harassment violates acceptable standards of conduct required of Army personnel and will not be tolerated.

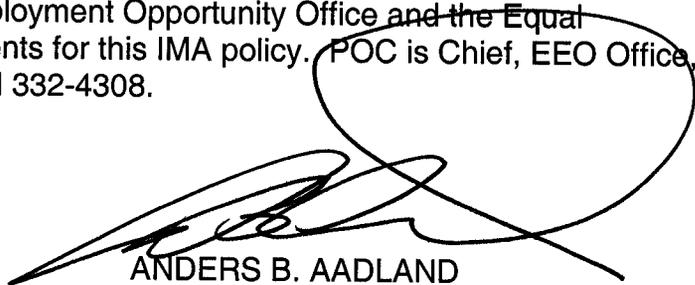
- b. Our military, civilian and contractor personnel workforce are responsible to conduct themselves appropriately and professionally in all daily interactions with each other and our customers and to uphold the Army's high standards of integrity, ethics and conduct.

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c. Allegations of sexual harassment will be reported through the appropriate chain of command or the Headquarters, IMA EEO/EO Offices as outlined in AR 690-600 and AR 600-20.

5. PROPONENT. The Equal Employment Opportunity Office and the Equal Opportunity Office are the proponents for this IMA policy. POC is Chief, EEO Office, at commercial 703-602-4308, or DSN 332-4308.

A handwritten signature in black ink, appearing to read 'A. Aadland', is written over a large, hand-drawn oval. The signature is fluid and cursive.

ANDERS B. AADLAND
Major General, GS
Director