



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON HOHENFELS  
UNIT 28216  
APO AE 09173

IMEU-HHF-EEO

1 July 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Employment Opportunity and Prevention of Sexual Harassment – Policy #12

1. Reference: AR 690-600 (Department of the Army guidance concerning discrimination and sexual harassment).
2. I am committed to equal employment opportunity for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, or disability. I will not tolerate discrimination on these bases. All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
3. Equal employment opportunity covers all personnel/employment programs, management practices and decisions including, but not limited to recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
4. I expect all leaders of this command to take responsibility for both prevention and appropriate corrective action in eliminating sexual harassment.
5. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when 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 used as a basis for career or employment decisions affecting that person, or 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.
6. 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 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.
7. This policy memorandum will be permanently posted on all Official Bulletin Boards to allow maximum viewing by all personnel.

  
KEVIN J. QUARLES  
LTC, IN  
Commanding

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