



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY GARRISON
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AMIM-NTG-ZA

14 February 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Garrison Fort Irwin Policy #31, Prevention of Sexual Harassment (POSH) and Harassment

1. References.

- a. AR 690-12, Appendix D, Department of the Army Anti-Harassment Policy Implementation Procedures.
- b. AR 600-20, Army Command Policy, Chapter 7, Sexual Harassment/Assault Response and Prevention Program.
- c. AR 690-600, Equal Opportunity Discrimination Complaints.
- d. DoDI 1020.03, Harassment Prevention and Response in the Armed Forces.
- e. DoDI 1020.04, Harassment Prevention and Responses for DoD Civilian Employees Policies and Procedures.
- f. Army Material Command (AMC) Command Policy Memorandum (CPM) 690-17, Equal Employment Opportunity (EEO) Policy.

2. The Garrison Command Team will not tolerate sexual harassment or any form of unlawful harassment. Our success as an organization depends upon maintaining good working relationships and avoiding disruption caused by sexual harassment and harassment. The prevention of all forms of harassment is the responsibility of every leader, Department of the Army (DA) Civilian and Service member. Leaders are expected to set the standard for all DA Civilians in their organizations.

3. Sexual harassment is defined as:

a. Conduct that involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments of a general nature when:

(1) Submission to such conduct is either explicitly or implicitly a term or condition of a person's job, pay or career; or

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(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; and

(4) Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.

b. Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence or affect the career, pay, or job of a member of the armed forces or a DA Civilian employee.

c. Any deliberate or repeated unwelcome verbal comment or gesture of a sexual nature related to the work environment by any member of the Armed Forces or DA Civilian employee.

4. Unlawful harassment (Applies to DA Civilians only) includes, but is not limited to, unwelcome conduct, intimidation, ridicule, insult, offensive comments or jokes, or physical conduct based on race, color, religion, sex (whether or not of a sexual nature), national origin, age (over 40), disability, genetic information, or reprisal when an employee's acceptance or rejection of such conduct explicitly or implicitly forms the basis for a tangible employment action affecting the employee, or the conduct is sufficiently severe or pervasive as to alter the terms, conditions, or privileges of the employee's employment or otherwise create a hostile working environment.

5. Employees who believe another person has subjected them to unwelcome harassing conduct (sexual or non-sexual) should inform the person(s) responsible for the conduct that such behavior is unwelcome and offensive and request it to cease. If the conduct continues, or if the employee is uncomfortable confronting the responsible person(s) about the conduct, he or she should immediately report the matter through leadership channels. It is the responsibility of every leader, DA Civilian, and Service member to maintain a workplace free of harassment, and to ensure that complaints of harassment are addressed swiftly, firmly, and effectively.

6. Individuals (Applies to DA Civilians only) who are victims of unlawful harassment (Sexual or Non-Sexual) have the options of reporting the harassment to their supervisor, leadership, the local Equal Employment Opportunity (EEO) Office, Sexual Harassment/Assault Response & Prevention (SHARP), Inspector General (IG), Civilian Personnel Advisory Center (CPAC), Labor and Management Employee Relations (LMER), Union Officials or Chaplains.

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7. Service members who are victims of unlawful harassment (sexual or non-sexual) and/or unlawful discrimination will follow the guidelines set in AR 600-20 and Garrison Command Policy #23, Policy on Sexual Harassment/Assault Response & Prevention (SHARP) for Military and Civilian Personnel.

8. Supervisors will ensure that all employees are familiar with the Army's policy on sexual harassment and unlawful harassment. Information for the local EEO Office, SHARP, IG, CPAC LMER Personnel, Union Officials, and Chaplains must be publicly posted and accessible.

9. Employees who witness or become aware of harassing conduct directed at other employee(s) should report the matter to the supervisor of the offending employee(s) or other management officials in their chain of command.

10. The enforcement of this policy is the responsibility of every member of the Garrison Team.

11. The NTC and Fort Irwin EEO Office is the point of contact for this policy memorandum at 760-380-3778/7339/4961.



LANE A. BOMAR
COL, AR
Commanding

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