



REPLY TO  
ATTENTION OF

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

IMCG

22 FEB 2010

**MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND  
(IMCOM) PERSONNEL**

**SUBJECT: Command Policy #3 — Prevention of Sexual Harassment (POSH): DA  
Civilians**

1. Reference Army Regulation (AR) 690-12, Equal Employment Opportunity (EEO) and Affirmative Action.
2. I am responsible for providing a work environment in which all personnel are free from sexual harassment. I expect your personal support and responsibility for appropriate behavior. It is important to me that allegations of, or acts of sexual harassment do not interfere with the ability to accomplish our mission. I expect leaders to set and expect high standards of exemplary professionalism by personal example, and ensure recognition of those who exhibit role model behavior
3. Sexual harassment violates the law, is detrimental to productivity, diminishes self-esteem, adversely affects morale, our mission, and will not be tolerated. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, lewd remarks, or other conduct of a sexual nature, when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, submission to or rejection of such conduct by an individual is used as a basis for employment decisions, or such conduct interferes with an individual's ability to work to his/her maximum potential or creates an intimidating, hostile or offensive work environment.
4. Preventing sexual harassment is everyone's responsibility. Employees who believe he or she has been subjected to sexual harassment should report the allegations to an appropriate management official, and/or the EEO office IAW AR 690-600. It is my responsibility to address allegations of sexual harassment swiftly. DA policy mandates training requirements for new employees, supervisors, newly appointed supervisors and the occurrence for refresher training. Contact your servicing EEO Office for calendar of scheduled training.

A handwritten signature in black ink, appearing to read "Rick Lynch", written over a white background.

**RICK LYNCH**  
Lieutenant General, USA  
Commanding