



DEPARTMENT OF THE ARMY
HEADQUARTERS, U. S. ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO
ATTENTION OF

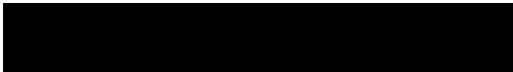
ANFB-EE (690-700)

8 November 1999

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Commander's Policy Statement on Sexual Harassment

1. Applicability. This policy statement applies to all Department of the Army (DA) military personnel, civilian employees, and family members of this command.
2. Proponent. Equal Opportunity (EO), 805-2288, and Equal Employment Opportunity (EEO), 805-2006 offices.
3. I am committed to the goal of a work environment free of sexual harassment. Commanders, managers, and supervisors must remain cognizant of their responsibilities to prevent this unacceptable conduct.
4. Sexual harassment is a form of sex discrimination that involves unwelcome 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, or 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 interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.
5. Any member of this command who thinks he/she is experiencing sexual harassment should make it clear that such behavior is offensive and immediately report it to the appropriate commander/supervisor, EEO/EO official, IG, or by calling the Sexual Harassment Hotline at 805-2001.
6. I expect all personnel to support my continuing commitment to ensure that sexual harassment is eliminated at Fort Belvoir.
7. This memorandum supersedes memorandum dated 4 November 1997 and will be permanently posted on unit bulletin boards and in work areas.


KURT A. WEAVER
COL, AR
Garrison Commander

DISTRIBUTION

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"EXCELLENCE THROUGH SERVICE"