



REPLY TO
ATTENTION OF:

EACG

DEPARTMENT OF THE ARMY
HEADQUARTERS, 8TH ARMY
UNIT #15236
APO AP 96205-5236

15 MAR. 2011.

MEMORANDUM FOR All 8th Army Assigned Soldiers and Civilians

SUBJECT: 8th Army Command Policy Letter #6 – Prevention of Sexual Harassment (POSH)

1. References:

- a. USFK Command Policy Letter #11, Prevention of Sexual Harassment (POSH), 11 Sep 08.
- b. AR 600-20, Chapter 7, Army Command Policy, 27 Apr 10.
- c. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 Mar 88.

2. Purpose. To establish policy and procedures for the Prevention of Sexual Harassment (POSH).

3. Background. Discrimination based on sexual orientation and sexual harassment is illegal. Training and prevention are the best tools for the elimination of sexual harassment. Leaders both military and civilian, have the primary responsibility to develop and sustain a climate free of harassment. Allegations of sexual harassment will be addressed and investigated promptly.

4. Discussion.

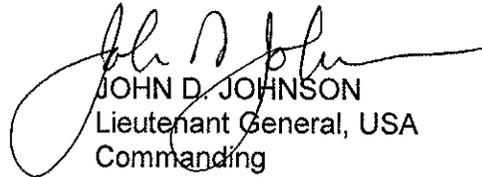
a. Sexual harassment is a form of gender discrimination that includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. This type of behavior affects mission readiness, deters trust and interaction among individuals in the workplace, and creates a hostile working environment. Anyone in the workplace can be subjected to sexual harassment at anytime. Proactively promoting a program that centers on awareness, education, and prevention, allows this command to eliminate incidents of sexual harassment. Personnel in command or supervisory positions must not use or condone such behavior to influence the career, pay, or job of a service member, family member, DA Civilian, or Korean National. Leaders must inform individuals who are subjected to behavior of this nature to report it.

b. Commanders, directors, leaders, and supervisors at all levels will ensure that all personnel military and civilian within their areas of responsibility are aware of prevention of sexual harassment and vigorously address all issues concerning this subject. I encourage commanders, directors, leaders, managers, and supervisors to set the standard regarding the prevention of sexual harassment by assisting in implementing my policy and Army's policy of **ZERO** tolerance.

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5. Post a copy of this policy on all official bulletin boards within the Command and make the policy available to all 8th Army personnel. The proponents for this policy are the EEO/EO Offices. The EEO POC can be contacted at 011-7914-6430 or DSN (315) 724-6430 or contact the EO office at 011-9250-0753, DSN (315) 723-8446.



JOHN D. JOHNSON
Lieutenant General, USA
Commanding