

2 JUL 2016

MEMORANDUM FOR DISTRIBUTION F

SUBJECT: Commander's Policy Statement DE-15-03 Sexual Harassment

1. The Savannah District is committed to taking positive and immediate steps to combat sexual harassment. The practice of sexual harassment is an unacceptable behavior that will not be tolerated by this command. I am committed to an environment of mutual respect, dignity, and fair treatment. Training will be provided to managers, supervisors, and employees to ensure they understand the issues as well as their responsibilities in preventing sexual harassment in the workplace.

2. Sexual harassment adversely affects the accomplishment of our mission. It is extremely important to me that incidents of sexual harassment do not interfere with an employee's ability to focus on our mission. This policy covers sexual harassment by anyone in the workplace or duty-related environment, whether they're supervisors, co-workers, or non-employees – military or civilian.

a. The Equal Employment Opportunity Commission defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment;

(2) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

b. Complaints of sexual harassment fall into a special category because it is the individual who defines the level of intimidation and offense. It is the individual's perception of an action as unwelcome, rather than the action itself, which triggers that allegation of sexual harassment. When an employee alerts management, the District is obligated to promptly inquire into the allegation regardless of whether an official complaint has been lodged.

3. I expect all employees to do their part and support this commitment to a command climate that maintains the highest level of professionalism where any type of offensive behavior is nonexistent.

  
MARVIN L. GRIFFIN  
COL, EN  
Commanding