DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT DRUM
10000 10TH MOUNTAIN DIVISION DRIVE
FORT DRUM, NEW YORK 13602-5046

REPLY TO
ATTENTION OF

DEC 09 2010

IMNE-DRM-GC

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy Memorandum #10-01, Prevention of Sexual Harassment

1. Sexual harassment, a form of sex discrimination, is defined in law and regulation as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which is made a term or condition of a person's employment, is used as a basis for career or employment decisions affecting a person, interferes with the performance of an employee, or creates an intimidating, hostile, or offensive working environment. As the Fort Drum garrison commander, I will not condone nor tolerate any form of discrimination.

2. Sexual harassment violates federal laws and individual rights, undermines the integrity of the US Army, and interferes with mission accomplishment. Employees have a right to pursue an allegation of sexual harassment simultaneously under 10 United States Code Section 1561 and the Equal Employment Opportunity (EEO) complaint process. Command decisions under Section 1561 are final, with no right of appeal to the courts or the awarding of compensatory damages. I expect all leaders and supervisors to take responsibility in prevention and take prompt and appropriate corrective action on allegations of sexual harassment.

3. The Fort Drum workforce must understand the importance of this policy and adhere to its principle. All civilian employees will attend initial training in the prevention of sexual harassment (POSH) as new employees to the Army and thereafter must complete refresher training every two years. I expect all directors to ensure that their employees are in compliance with these training requirements.

4. All employees must take personal responsibility in the prevention of sexual harassment by demonstrating appropriate behavior and the highest standards of conduct in the workplace. Employees who feel they are victims of sexual harassment or individuals who witness inappropriate behavior in the workplace should report it immediately through their chain of command or contact the EEO office at 772-6565.

NOEL T. NICOLLE
Colonel, FA
Garrison Commander

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