



REPLY TO THE
ATTENTION OF

DEPARTMENT OF DEFENSE
UNITED STATES SOUTHERN COMMAND
UNITED STATES ARMY GARRISON
3511 NW 91st Ave
Miami FL, 33172-1217

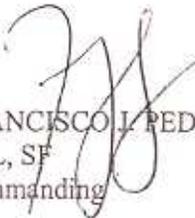
SOGM-CO

21 October 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Statement for Prevention of Sexual Harassment

1. It is my policy that any form of sexual harassment is unacceptable conduct and will not be condoned or tolerated. As your Commander, I direct that US Army Garrison - Miami have zero tolerance for sexual harassment in the workplace.
2. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence or affect the career, pay or job of a military member, civilian employee or applicant for civilian employment is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures or physical contact of a sexual nature is also engaging in sexual harassment. Such behavior will not be condoned at any level, be it managerial, supervisory or colleague. Staff who commit sexual harassment will have appropriate administrative sanctions levied against them.
3. I encourage subordinates and supervisory personnel, alike, to utilize the services of our Equal Employment Opportunity (EEO) Program Office, (305) 4337-1826 or the Equal Opportunity (EO) Advisor, (305) 437-1832, in reporting suspected incidents of discrimination, as well as to assist in the resolution or prevention of such discrimination complaints. Both of these offices are located in suite 460, ITT Building, 7955 NW 12th Street, to afford you some measure of privacy in seeking those staff's assistance. The EEO Program Manager is available to assist civilian employees and their supervisors. The EO Advisor stands ready to assist military members and their chains of command.
4. As your Commander, I take responsibility for setting the example of prevention of sexual harassment within this organization. It is my objective to create and maintain a work environment that contributes to teamwork and efficiency. Accordingly, I direct that each military member and civilian employee of this command will attend prevention of sexual harassment training annually. As you, too, comply with federal law in this matter, I am confident the USAG-Miami team will continue to maintain a high level of professional behavior and courtesy that marks our organization's commitment to excellence.


FRANCISCO J. PEDROZO
COL, SF
Commanding

CF:
USAG-Miami Personnel