DEPARTMENT OF THE ARMY
U.S. ARMY CORPS OF ENGINEERS
441 G STREET NW
WASHINGTON, D.C. 20314-1000

CEEO (600-20)

8 June 2007

COMMANDER'S POLICY MEMORANDUM #3

SUBJECT: Command Policy, Prevention of Sexual Harassment

1. I fully support and endorse the Army's policy on sexual harassment and am firmly committed to the fair and equitable treatment of all military members, their Families and Civilians without regard to race, color, gender, age, religion or national origin. The practice of sexual harassment is an unacceptable behavior that will not be tolerated by this command. Violators of this policy and leaders who fail to take the appropriate action are subject to administrative and legal actions.

2. Sexual harassment is defined as a form of gender discrimination that involves unwelcome sexual advances, request for sexual favors, or other verbal or physical conduct of a sexual nature.

3. 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 Soldier or Civilian employee is engaging in sexual harassment. Similarly, any Soldier or Civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

4. I encourage all USACE personnel to report instances of sexual harassment to their commander, supervisor, Equal Opportunity Advisor, the Equal Employment Opportunity Officer, or the Engineer Inspector General. All reported incidents of sexual harassment will be investigated promptly and appropriate action will be taken to ensure fair treatment.

5. The Army is an organization of people, and its success is based on their ability to perform in an environment of mutual respect, dignity and fair treatment. It is extremely important to me that incidents of sexual harassment do not interfere with a Soldier's ability to focus on our mission. If a Soldier, Family Member or Civilian feels a complaint is not receiving appropriate command attention, my door is always open and the HQUSACE Equal Employment Opportunity office staff is available to assist you.

R. L. VAN ANTWERP
Lieutenant General, USA
Commanding