



REPLY TO  
ATTENTION OF:

DEPARTMENT OF THE ARMY  
ANNISTON ARMY DEPOT  
7 FRANKFORD AVENUE  
ANNISTON, ALABAMA 36201-4199

REVISED  
OCT 12 2004

AMSTA-AN

Commander's Policy Statement #3

SUBJECT: Commander's Policy Statement for the Prevention of Sexual Harassment (POSH)

1. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. When sexual harassment is made a term or condition of employment, an intimidating, hostile or abusive environment is created. Such behavior is inexcusable and will not be tolerated at any level. As commander of this installation, I echo the Army's policy that there will be **zero tolerance** of sexual harassment in the work place.
2. I require that any incident that meets the definition of sexual harassment, or any action that may lead to a perception of sexual harassment be fully investigated and quick, decisive action be taken. Any manager, supervisor, or staff member becoming aware of an allegation of sexual harassment must report it immediately to Ms. Melanie Armbruster, the Program Manager for POSH in the Office of Equal Opportunity, ext. 6201/6204. Employees who feel they have been the subjects of sexual harassment should report the incident immediately to their supervisor or to the EEO Office.
3. Sexual harassment is demoralizing and interferes with the work productivity of its victims and, consequently, impacts mission accomplishment. Proactive efforts are needed to prevent sexual harassment. In accordance with Army requirements, all managers, supervisors, and civilian employees will receive annual POSH training. With this training, every employee should know what sexual harassment is, and, understand that it is wrong and against the law.
4. I want to ensure that each and every employee on this installation is provided a work environment that is free from sexual harassment. I am committed to a **zero tolerance** policy for this type of activity and expect the same commitment from **all** employees.
5. This policy statement supersedes policy statement #3 dated 16 January 2002.

A handwritten signature in black ink, appearing to read "Alex B. Raulerson".

ALEXANDER B. RAULERSON  
Colonel, OD  
Commanding