



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
MOBILE DISTRICT, CORPS OF ENGINEERS
P.O. BOX 2288
MOBILE, AL 36628-0001

07 JUN 2010

CESAM-EE

MEMORANDUM FOR Distribution C

SUBJECT: Policy Statement on the Prevention of Sexual Harassment

CESAM Policy Letter
No. 03-10

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. It occurs when:

a. Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career; or


b. Submission to, or rejection of, such conduct by a person is used as the basis for career or employment decisions affecting that person; or

c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment. Sexual harassment is not only inappropriate behavior in the work place; it is a violation of the law and will not be condoned or tolerated in the Mobile District.

2. Individuals who perceive they are recipients of sexually inappropriate conduct should promptly and clearly communicate that the behavior is offensive and unwelcome, and report the incident to an appropriate supervisor, manager, or the Equal Employment Opportunity Office. Such conduct whether it is committed by supervisors or managers, co-workers, or non-Federal employees (i.e., contractors, visitors to the workplace, etc.) is strictly prohibited and will not be permitted.

3. I expect all Mobile District team members, military and civilian, to do their part in promoting a climate where everyone is free to perform to his or her fullest potential. The best way we can do this is to always treat each other with dignity and respect.

4. This policy letter supersedes Policy Letter No. 07-07 dated 12 July 2007 in its entirety.


STEVEN J. ROEMHILDT
Colonel, Corps of Engineers
Commanding