



DEFENSE LOGISTICS AGENCY  
LAND AND MARITIME  
P.O. BOX 3990  
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JUL 3 0 2012

MEMORANDUM FOR DLA LAND AND MARITIME

SUBJECT: Commander's Policy on Sexual Harassment

Sexual harassment is defined by the U.S. Equal Employment Opportunity Commission (EEOC) as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct when submission to such conduct is made, explicitly or implicitly, a term or condition of a person's employment; submitting to or rejecting such conduct is used as a basis for employment decisions affecting the person; or has the purpose or effect of interfering with a person's work performance or creating an intimidating, hostile, or offensive work environment.

I want to remind all personnel of their obligations to ensure that sexual harassment does not occur within DLA Land and Maritime workforce. DLA has a zero tolerance policy for sexual harassment. Sexual harassment, a form of sex discrimination, is against the law. It is demoralizing to anyone subjected to it and interferes with mission accomplishment. DLA Land and Maritime leadership will quickly investigate sexual harassment allegations.

Supervisors are expected to discuss DLA Land and Maritime policy regarding sexual harassment with all employees to include assuring them that they are not to endure insulting, degrading, or exploitive sexual treatment.

Warfighter support in addition to, productivity and morale suffer in an environment of sexual harassment. Sexual harassment, in any form, will not be tolerated or condoned. It is the responsibility of management to ensure that complaints of sexual harassment are directed to the proper channels, examined impartially, and resolved promptly.

Any DLA Land and Maritime employee or applicant for employment who believe he or she is a victim of sexual harassment should report the allegation(s) as soon as possible to an appropriate management official or any staff member of the Equal Employment Opportunity Office.

I am confident that all management and supervisory personnel will ensure that this policy is strictly enforced, and that it is fully understood by the entire workforce.

A copy of this policy statement will be posted on all official bulletin boards. If you have any questions, please contact DLA Land and Maritime Equal Employment Opportunity Office at (614) 692-2577 or DSN 850-2577.

A handwritten signature in black ink, appearing to read "D. Pimpo", is located below the main text.

DAVID R. PIMPO  
RDML(Sel), SC, USN  
Commander