



STATE OF GEORGIA
GEORGIA DEPARTMENT OF DEFENSE
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WILLIAM T. NESBITT
MAJOR GENERAL, GA ARNG
THE ADJUTANT GENERAL

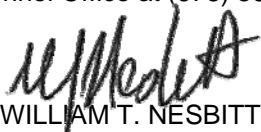
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22 January 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: GA DOD Sexual Harassment Policy

1. The Georgia Department of Defense policy on sexual harassment is clear and unequivocal: All GA DOD personnel are entitled to work in an environment that is free from sexual harassment. Assuring a GA DOD working environment that is free of any form of sexual harassment is both an individual and a corporate responsibility at every level of supervision and command. Simply stated, my policy is "**ZERO TOLERANCE.**"
2. The official definition of sexual harassment below is applicable to all personnel, military and civilian.
3. Sexual harassment is a form of sex discrimination. It involves actions that include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature 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, or career, or
 - b. Submission to or rejection of such conduct by a person is used as a 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 work environment.
4. Members who feel they have been sexually harassed are encouraged to file a complaint with their supervisor, an EEO counselor, or the Social Actions or Human Resources/Equal Opportunity Offices.
5. I expect all complaints to be expeditiously, fairly, and thoroughly addressed, and that immediate appropriate corrective action will be taken against any employee engaging in sexual harassment. Such action may include suspension, demotion, and/or termination.
6. Questions regarding this policy may be addressed through the State Equal Employment Office at DSN 338-6430 or CML (678) 569-6430, or the State Personnel Office at (678) 569-6045.


WILLIAM T. NESBITT
Major General, GA ARNG
The Adjutant General

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