



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U. S. ARMY AIR DEFENSE ARTILLERY CENTER AND FORT BLISS  
114 PERSHING ROAD  
FORT BLISS, TEXAS 79916-6816

REPLY TO  
ATTENTION OF:

ATZC-CSE (690)

JUN 02 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Mandatory Online Equal Employment Opportunity (EEO), Prevention of Sexual Harassment Training (POSH) and Diversity Training CY 2003

1. Discrimination and sexual harassment are against the law and against the Fort Bliss Commanding General's Policy.
2. It is important that employees and supervisors remain sensitive to the treatment of people at work. One of the best tools for Prevention of Sexual Harassment (POSH) and unlawful discrimination, is to train employees and supervisors so that they understand what it is, how to prevent it, and how to deal with it. Annual updates are required for all Department of Army (DA) supervisors, managers, and employees. Military supervisors of DA civilians are also required to attend. The CPAC office schedules all new POSH employee/supervisor training.
3. EEO, POSH and Diversity training are very important in attaining a successful EEO Program. As of 9 June 2003, the EEO office will offer *POSH training online*. The training will be available through the Fort Bliss Intranet. Once you log into the POSH Exam you will be able to access the Training Module at the Equal Employment Opportunity site. Each employee is required to take the POSH final exam located directly after the training module. There are 10 questions on the exam, each question is worth 10 points. Five or more questions missed will indicate a no pass score. You will be notified immediately if you pass or fail the exam. Scores are final, however, if an employee fails the initial exam, they will be required to take a makeup exam at the end of the year. Personnel from the EEO office will extract data from the exam for analysis and tracking purposes. Immediate supervisors will be responsible for ensuring all their employees complete the training and take the exam. If you do not have a computer available for use, you may contact the EEO office for an appointment and a computer will be made available to you.

JUN 02 2003

ATZC-CSE (690)

SUBJECT: Mandatory Online Equal Employment Opportunity (EEO), Prevention of Sexual Harassment Training (POSH) and Diversity Training CY 2003

4. The point of contact for this action is Liz Childers, EEO Office, 568-6066 or e-mail to [childersl@emh10.bliss.army.mil](mailto:childersl@emh10.bliss.army.mil).



FLORA T. SAMBRANO

Equal Employment Opportunity Officer

DISTRIBUTION: A (Less Reserve Components)