DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS
1 PERSHING ROAD
FORT BLISS, TEXAS 79916-3803

REPLY TO
ATTENTION OF:

IMBL-EE

POLICY MEMORANDUM # 20

10 December 2012

SUBJECT: Command Policy on Harassment

1. References:

a. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.

b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

c. AR 600-20, Army Command Policy, Rapid Action Revision (RAR), Issue Date: 27 April 2010, Effective 18 April 2008.

d. Policy Letter, DA, 31 July 2008, subject: Army Policy on Harassment.

e. DoD Directive 1020.02, "Diversity Management and Equal Opportunity (EO) in the Department of Defense," February 5, 2009.

2. Workplace harassment is any unwelcomed conduct that the employee does not solicit or invite. Workplace harassment can be verbal or physical conduct that is so objectively offensive as to alter the condition of the victim's workplace environment either by culminating in a tangible employment action or by being so severe or pervasive that it creates a hostile work environment.

3. Sexual harassment is defined as, "a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature between the same or opposite genders when (1) 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, (2) submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or (3) 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."

4. As the Fort Bliss Garrison Commander, I am personally committed to preventing and eliminating all types of workplace harassment, based upon race, color, sex, sexual orientation, religion, national origin, age, disability, reprisal, marital status, political affiliation, parental status, or genetic predisposition. Workplace harassment, including sexual harassment, is unacceptable conduct and will never be tolerated within the Fort Bliss Team.

5. Individuals who are subjected to acts of sexual harassment have an obligation to make it clear that such behavior is unwelcomed and offensive, and immediately report the incident through the appropriate supervisory channel. It is the responsibility of every supervisor and manager, military and civilian, to examine the reported incident and ensure swift, fair and effective corrective action is taken when necessary. Reprisal against any Soldier or civilian who reports harassment will not be tolerated.

6. I expect the commitment of each individual to establish and maintain a work environment free of harassment for all personnel, whether civilian or military, active duty or reserve. The commitment of every Soldier and civilian to prevent all forms of harassment will ensure that this Command maintains the highest level of professional behavior and courtesy that marks IMCOM's commitment to excellence.

7. A copy of this policy will be posted on all official bulletin boards, official websites and made available upon request. Corrective action will be taken in the case of any violation of this policy. The proponent of this policy is the EEO Office, (915) 568-3510.

BRANT V. DAYLEY
COL, AD
Commanding

DISTRIBUTION:
A (less reserve components)