DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT HOOD
FORT HOOD, TEXAS 76544-5000

REPLY TO
ATTENTION OF

GARRISON POLICY
EEO - 4

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JUL 1 0 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Anti-Harassment

1. REFERENCE:

a. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.

b. Army Regulation 600-20, Army Command Policy, dated 13 May 2002.

2. **PURPOSE.** To establish the Garrison Commander's Policy on Anti-Harassment.

3. **APPLICABILITY.** This policy applies to all civilian and military personnel assigned to and/or under the operational control of the Fort Hood U. S. Army Garrison.

4. **POLICY.**

a. Workplace harassment adversely affects the work environment by undermining productivity and professionalism, insults the dignity of workers, and may, depending on the extent and severity of the misconduct, violate civil rights laws. It is U. S. Army Garrison's policy to prohibit harassment in the workplace. All employees must refrain from engaging in harassing conduct.

b. For the purpose of this policy, harassment is defined as any unwelcome, verbal or physical conduct based on race, color, religion, sex (whether or not of a sexual nature), national origin, age, disability, sexual orientation, or retaliation, when:

(1) The conduct can reasonably be considered to adversely affect the work environment; or

(2) An employment decision affecting the employee is based on the employee's acceptance or rejection of such conduct.

c. Any person who believes that he or she has been the subject of an incident of harassing conduct in violation of this policy should report the incident to anyone in their supervisory chain or Equal Employment Officer.

d. I will not tolerate retaliation against an employee for making a good-faith report of harassing conduct or for assisting in any inquiry regarding such a report. All information provided to Garrison officials will be maintained on a confidential basis to the greatest extent possible.

e. Supervisors and managers will act promptly to investigate and resolve reports of harassment. If inappropriate conduct is found to have occurred, the supervisor will take appropriate corrective and disciplinary action. Disciplinary action will also be taken against supervisors who have not carried out their responsibilities under this policy.

5. **PROPONENT**. The Fort Hood Equal Employment Opportunity Office is the proponent for this policy. Point of contact is the EEO Officer at commercial (254) 287-3602.

6. **EXPIRATION**. This policy memorandum supersedes previous policy issued by the Garrison Commander and will remain in effect until superseded or rescinded.

WILLIAM V. HILL III
COL, AR
Commanding

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