



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON, PRESIDIO OF MONTEREY
1759 LEWIS ROAD, SUITE 210
MONTEREY, CA 93944-3223

REPLY TO
ATTENTION OF

IMWE-POM-ZA

DEC 28 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #6, Anti-Harassment

1. References:

a. Title 29, Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.

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

c. AR 600-20, Army Command Policy, Rapid Action Revision (RAR) 4 August 2011.

2. Purpose: The purpose of this policy is to state the United States Army Garrison, Presidio of Monterey's (USAG, POM) commitment to maintaining an environment free from workplace harassment.

3. Applicability: This policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of the USAG, POM and tenant activities, to include applicants for employment and former employees.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMWE-POM-EEO, at (831) 242-5105. This policy supersedes the previous policy letter on this subject, dated 23 July 2010.

5. All members of the USAG, POM workforce are to treat one another with respect and dignity. The USAG, POM holds supervisors responsible for maintaining a workplace environment which supports the principles of dignity and mutual respect and is free from harassment. Workplace harassment can be based on race, color, religion, sex (including sexual harassment), national origin, age (40+), disability (mental and/or physical) or reprisal. Unacceptable conduct which contributes to workplace harassment will not be tolerated.

6. Allegations of harassment (including sexual harassment) will be taken seriously and investigated promptly. Individuals are encouraged to contact their supervisor to resolve issues of harassment at the lowest possible level or contact the EEO Office at (831) 242-5105.

IMWE-POM-ZA

SUBJECT: Command Policy Memorandum #6, Anti-Harassment

7. All retaliatory conduct is prohibited. Retaliation and reprisal refers to prohibited acts of retaliation against those who file EEO complaints, or who otherwise participate in the EEO processes. Acts of reprisal are prohibited by 29 C.F.R. §1614.101(b).

8. Each member of the USAG, POM's workforce is to support this anti-harassment policy. The USAG, POM charges supervisors with maintaining an environment free of workplace harassment and thoroughly investigate all allegations of harassment brought to them.

9. This policy will be brought to the attention of all USAG, POM personnel and tenant activities. A copy of this memorandum will be posted on the EEO website and on all official bulletin boards in compliance with 29 C.F.R. §1614.102(b)(6).



JOEL J. CLARK
COL, SF
Commanding

DISTRIBUTION:

G