



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON HUMPHREYS
UNIT #15228
APO AP 96271-5228

IMHM-EE

1 August 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison Humphreys Policy Letter #57,
Anti-Harassment in the Workplace for DA Civilians

1. The proponent for this policy is the Equal Employment Opportunity Office.
2. This policy is effective immediately. It remains in effect until rescinded or superseded.
3. This policy applies to all United States Army Garrison Humphreys activities employing US civilian employees.
4. References.
 - a. Title VII of Civil Rights Act of 1964, as amended
 - b. Anti-discrimination laws
 - c. United States Code, Title 10, Section 1561
 - d. Code of Federal Regulations, Title 29, Part 1614
 - e. AR 690-600, EEO Discrimination Complaints, 9 Feb 04
5. I am personally committed to providing all personnel a work environment free of sexual harassment. Exemplary professionalism and appropriate behavior is the standard at every level. Workplace harassment is a violation of the law and can adversely affect morale, diminish self-esteem, decrease productivity, and/or interfere with the mission. Workplace harassment is unacceptable conduct and it will not be tolerated.
6. Workplace harassment is defined as unwelcome verbal or physical conduct based on race, color, sex (including pregnancy), religion, national origin, age (40+), equal pay/compensation, genetic information, disability (mental or physical impairments), or reprisal for involvement in equal employment opportunity activity when:

- The conduct culminates a tangible employment action, or

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- The conduct was sufficiently severe or pervasive to create a hostile work environment.

7. Reporting of workplace harassment is everyone's responsibility. Individuals who believe they have been subjected to workplace harassment should report incidents to Prevention of Sexual Harassment is everyone's responsibility. Individuals who believe they have been subjected to sexual harassment should report incidents to an appropriate management official and/or servicing EEO Officer IAW AR 690-600. It is my responsibility to address allegations of sexual harassment immediately to ensure the unwelcome behavior stops. DA requires POSH training for newly appointed managers/supervisors, new employees, and annual refresher training. Contact your servicing EEO Office for training schedules.

8. Point of contact is USAG Humphreys EEO Manager, DSN 753-6753.



DARIN S. CONKRIGHT
COL, SF
Commanding

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