



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
US ARMY GARRISON ABERDEEN PROVING GROUND
BUILDING 4510, 6429 BOOTHBY HILL AVENUE
ABERDEEN PROVING GROUND MARYLAND 21005-5001

AMIM-APG-EE

28 September 2023

MEMORANDUM FOR ALL GARRISON PERSONNEL

SUBJECT: Command Policy – 600-23-2, Anti-Harassment Policy

1. References.

a. 29 Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity (EEO).

b. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints (9 February 2004).

c. AR 690-12, Equal Employment Opportunity and Diversity (12 December 2019).

d. Department of Defense Instruction 1020.04, Harassment Prevention and Responses for DoD Civilian Employees (30 June 2020).

e. Command Policy Memorandum 600-23-2, Equal Employment Opportunity (23 June 2023).

f. Equal Employment Opportunity Commission, Management Directive 715 (01 October 2003).

2. Purpose. This policy endorses my personal commitment to the Army's anti-harassment policy.

3. Applicability. This memorandum applies to all U.S. Army Garrison – Aberdeen Proving Ground (USAG APG) personnel.

4. I am committed to developing and maintaining a professional workplace in which all personnel are treated with dignity and respect. This includes a commitment to creating a work environment free from harassment, to include harassment that is not only unlawful, but also conduct that adversely affects the work environment. Behavior that is unwelcome or offensive and that interferes with work performance or adversely impacts the work environment is prohibited.

5. Unlawful harassment includes, but is not limited to, unwelcome conduct, intimidation, ridicule, insult, offensive comments or jokes, or physical conduct based on race, color, religion, sex (whether or not of a sexual nature), national origin, age (over 40), disability, genetic information, retaliation, or any other impermissible basis when: (a) an

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employee's acceptance or rejection of such conduct explicitly or implicitly forms the basis for a tangible employment action affecting the employee; or (b) the conduct is sufficiently severe or pervasive as to alter the terms, conditions, or privileges of the employee's employment or otherwise create a hostile or abusive work environment.

6. Harassment can be oral, visual, written, or electronic. Harassment can occur through electronic communications, including social media.

7. A workplace free from harassment is vital to developing and maintaining a mission-ready workforce. Managers, supervisors, and employees must understand and identify unlawful harassment and be proactive in their obligation to prevent prohibited conduct. As such, USAG APG strives to maintain an environment in which employees feel free to raise concerns and are confident that those concerns will be addressed.

8. All supervisors or management officials, whether service member or civilian employee, who witnesses or is otherwise made aware of harassing conduct, will contact their servicing legal office within one (1) business day for guidance on the appropriate response necessary to promptly address and resolve the matter.

9. Reporting harassment in accordance with this policy does not replace or satisfy the requirement for filing EEO Complaints, union grievances, or complaints in other forums, nor does it delay or waive the time limits for initiating claims in these forums.

10. As Garrison Commander of USAG APG, I am committed to the longstanding policy that the Army will not tolerate harassment and will address any violation of this policy promptly and effectively. I am committed to providing and maintaining a workplace free from all forms of harassment and where everyone is treated equally with respect and dignity. I expect each of you to join me in cultivating this ideal.

11. The proponent for this policy is the EEO office, 410-306-2432. This memorandum must be displayed on all official bulletin boards and made accessible to all USAG APG personnel.

PHILIP J. MUNDWEIL
COL, IN
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