



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAVARIA
UNIT 28130
APO AE 09114

AMIM-BAG-EE (100)

MEMORANDUM FOR All USAG Bavaria Civilian Personnel

SUBJECT: USAG Bavaria Policy Memorandum #5, Prevention of Sexual Harassment, Non-Sexual Harassment, and Anti-Harassment

1. References:

a. Code of Federal Regulations, Title 29, Part 1614, Federal Sector Equal Employment Opportunity, section 1614.101(a) and 1614.105.

b. DoDI 1020.4, Harassment Prevention and Responses for DOD Civilian Employees

c. AR 690-12, Equal Employment Opportunity and Affirmative Action.

2. I value people as our most important asset, and am committed to fostering an environment free of any and all forms of harassment.

3. Harassment violates EEO laws when it includes, but is not limited to, unwelcome conduct based on race, color, religion, sex/gender, (whether of a sexual nature; to include pregnancy, sex stereotyping, sexual orientation and sexual identity), national origin, age (40 or older), disability, genetic information, or retaliation for prior EEO participation when:

a. An 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 or otherwise create a hostile or abusive work environment.

4. Supervisors and managers, both civilian and military supervisors of Army employees or in command positions should not use or condone any form of harassment to control, influence, or affect the career, pay, or job of a civilian employee and must take action to prevent harassment once becoming aware. No one should engage in deliberate, and/or repeated harassment of others, or creation of a hostile work environment, regardless of intent.

AMIM-BAG-EE

SUBJECT: USAG Bavaria Policy Memorandum #5, Prevention of Sexual Harassment, Non-Sexual Harassment, and Anti-Harassment

5. Any employee who believes another person has engaged in unwanted harassing conduct should inform the person responsible for the conduct that it is unwelcome, offensive, and request the conduct cease. If the conduct continues, or if the employee is uncomfortable confronting the person committing the conduct, then they must report the allegations(s) to the chain of command or to an alternative agency official including Inspector General, EEO, CPAC, MER personnel, Chaplain, or union officials. Reports of harassment made to alternative officials will be communicated to the chain of command IAW AR 690-12, Appendix D, to allow management the opportunity to promptly correct harassing conduct. It is the responsibility of management to investigate allegations of harassment in a confidential manner and to take appropriate actions to ensure that those allegations are addressed swiftly, fairly, and effectively.

6. I am deeply committed to maintaining a workplace that is free of all forms of harassment. It is important to me that incidents of harassment do not interfere with our ability to accomplish the mission. Therefore, I expect all supervisors, managers, and senior level officials to set high ethical, moral and legal standards. All supervisors must lead by example, show respect to others, create a positive work environment, provide protection from harassing behaviors once made aware, assure EEO principles are discussed during counseling, and included in supervisory performance evaluations.

7. Violators of this policy and leaders who fail to take the appropriate action are subject to administrative actions to include punishment under the Uniform Code of Military Justice.

8. POC for this policy is the USAG Bavaria EEO Office at (314) 526-3117, 09641-70-526-3117, or usarmy.bavaria.id-europe.mesg.mac-admin-eeo@army.mil.



STEPHEN C. FLANAGAN
COL, SF
Commanding