



DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS  
1741 MARSHALL ROAD  
FORT BLISS, TX 79916

AMIM-BLG-ZA (690-12a)

OCT 05 2023

POLICY MEMORANDUM #5

SUBJECT: Command Policy on Harassment

1. References:

a. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 09 February 2004.

b. Department of Defense (DoD) Directive 1020.02E, Diversity Management and Equal Opportunity in the Department of Defense, 01 June 2018.

c. AR 690-12, Equal Employment Opportunity and Diversity, Appendix C, 12 December 2019.

d. Secretary of the Army, Equal Employment Opportunity Policy and Anti-Harassment Prevention Policy for the Workplace, 30 March 2020.

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

f. AR 600-20, Army Command Policy, 24 July 2020.

2. Purpose. To support the United States Army Garrison (USAG), Fort Bliss Integrated Priority List (IPL) Line of Effort (LOE) 1: Soldier, Civilian, and Family Readiness.

3. Applicability. This policy applies to all USAG Fort Bliss Soldiers and Civilian employees.

4. Policy. Workplace harassment is any unwelcomed conduct that an employee does not solicit or invite. Workplace harassment can be verbal or physical conduct that is so objectively offensive as to alter the condition of the victim's workplace environment either by culminating in a tangible employment action or by being so severe or pervasive that it creates a hostile work environment.

5. Sexual harassment is defined as, "a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature between the same or opposite genders when (1) submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career or, (2) submission to, or rejection of, such

conduct by a person is used as a basis for career or employment decisions affecting that person, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment."

6. As the Fort Bliss Garrison Commander (GC), I am personally committed to preventing and eliminating all types of workplace harassment, based upon race, color, sex, sexual orientation, religion, national origin, age, disability, reprisal, marital status, political affiliation, parental status, or genetic predisposition. Workplace harassment, including sexual harassment, is unacceptable conduct and will never be tolerated within the Fort Bliss team.

7. Individuals who are subjected to acts of harassment, sexual or otherwise, have an obligation to make it clear that such behavior is unwelcomed and offensive, and immediately report the incident through the appropriate supervisory channel. It is the responsibility of every supervisor and manager to conduct a timely, thorough, and impartial inquiry/investigation into allegations of harassment, as appropriate; and to ensure swift, fair, and effective corrective action is taken when necessary. Reprisal against any Soldier or Civilian who reports harassment will not be tolerated.

8. I expect the commitment of each individual to establish and maintain a work environment free of harassment for all personnel, whether Civilian or military, active duty or reserve. The commitment of every Soldier and Civilian to prevent all forms of harassment will ensure that this Command maintains the highest level of professional behavior and courtesy that marks Installation Management Command's (IMCOM's) commitment to excellence.

9. This policy is effective upon signature and remains in effect until superseded or rescinded. A copy of this policy will be posted on all official bulletin boards and official websites and made available upon request. Corrective action will be taken in the case of any violation of this policy.

10. The point of contact for this policy is the USAG Fort Bliss Equal Employment Opportunity (EEO) Office at (915) 568-3510.



BRENDAN R. GALLAGHER  
COL, IN  
Commanding