



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON, FORT CAVAZOS
1001 761ST TANK BATTALION AVENUE
FORT CAVAZOS, TEXAS 76544-5002

AMIM-CAG-EE (600B)

0 8 AUG 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Anti-Harassment

1. REFERENCES.

- a. Army Regulation 690-12, app D, Equal Employment Opportunity and Diversity, 12 December 2019.
- b. Army Regulation 600-20, para 4-19, Army Command Policy, 6 November 2014.
- c. Army Regulation 690-600, Equal Employment Opportunity and Diversity, 9 February 2004.

2. APPLICABILITY. This policy is applicable to all civilian and military personnel assigned to and/or under the operational control of the U.S. Army Garrison, Fort Cavazos.

3. POLICY.

a. Workplace harassment adversely affects the work environment by undermining productivity and professionalism, insults the dignity of workers, and may, depending upon the extent and severity of the misconduct, violate civil rights laws. It is the U.S. Army Garrison, Fort Cavazos' policy to prohibit harassment in the workplace. All employees must refrain from engaging in harassing conduct.

b. Harassment is defined as any unwelcome conduct, intimidation, ridicule, insult, offensive comments, 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 or reprisal when:

(1) An employee's acceptance or rejection of such conduct explicitly or implicitly forms the basis for a tangible employment action affecting the employee, or

(2) 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.

c. Any person who believes that he or she has been the subject of an incident of harassing Conduct in violation of this policy should report the incident to anyone in their supervisory chain or the Equal Employment Officer.

d. I will not tolerate retaliation against an employee for making a report of harassing conduct or for assisting in any inquiry regarding such a report. All information provided to Garrison officials will be maintained on a confidential basis to the greatest extent possible.

e. Supervisors and Managers will act promptly to investigate and resolve reports of harassment. If inappropriate conduct is found to have occurred, the Supervisor will take appropriate corrective and disciplinary action. Disciplinary action will also be taken against Supervisors who have not carried out their responsibilities under this policy.

4. The Fort Cavazos Equal Employment Opportunity Office is the proponent for this policy. The point of contact is the EEO Manager at (254) 287-3602.

5. EXPIRATION. This command policy memorandum supersedes all previous policy letters and will remain in effect until superseded or rescinded.



LAKICIA R. STOKES
Colonel, LG
Commanding

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IAW FORM 1853: A