



SECRETARY OF THE ARMY  
WASHINGTON

27 NOV 2018

**ANTI-HARASSMENT AND PREVENTION POLICY**

The Department of the Army is committed to providing a workplace that is free from all forms of harassment. As Secretary of the Army, I am committed to maintaining an environment that encourages and enables individuals to perform successfully without any improper interference, barriers, or harassment.

Harassment prohibited by this policy is any unwelcome verbal or physical conduct, based on an individual's race, color, sex (including gender identify, sexual orientation and pregnancy), disability, age (40 or older), genetic information, retaliation, or other impermissible basis.

Anti-discrimination laws prohibit harassment against an individual based on the aforementioned prohibitions and/or in retaliation for filing a discrimination complaint; testifying or participating in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that the individual reasonably believes discriminates against the individual in violation of these laws.

It is the responsibility of all employees to report claims of harassment immediately to any of the following: management officials or supervisor, The Inspector General (TIG), Equal Employment Opportunity (EEO) office, union officials, chaplains, or respective commands' civilian personnel officials. The Department of the Army makes every effort to ensure that reports of harassment are confidential to the fullest extent possible without impeding fact-finding into such allegations.

Upon receipt of such report, management officials will ensure that they investigate the allegations and take appropriate corrective or disciplinary action, if warranted. Management officials have a duty to carry out their responsibilities under this policy, and failure to do so may result in disciplinary action.

I expect our leaders and employees to support the Army's commitment to maintaining an environment of dignity and respect. Together, we will cultivate a work environment that is free of harassment, where every Department of the Army employee can be fully engaged, respected, and valued.

A handwritten signature in black ink, reading "Mark T. Esper", is positioned above the printed name.

Mark T. Esper