



DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON  
307 CHAMBERLAIN AVENUE  
FORT GORDON, GEORGIA 30905-5000

IMGO-ZA

JUL 22 2020

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 05 – Anti-Harassment

1. References:

- a. Equal Employment Opportunity Commission (EEOC) Management Directive 715, EEO, 1 Oct 03.
- b. The Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002, (No FEAR Act), effective 1 Oct 03.
- c. AR 690-12, Equal Employment Opportunity and Affirmative Action, 12 December 2019.
- d. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- e. AR 600-20, Army Command Policy, 6 November 2014.

2. Fort Gordon military and civilian personnel must be allowed to work in an environment free of harassment. We must be committed to an environment of mutual respect, dignity and fair treatment for all individuals. Workplace and discriminatory harassment impacts our team. Soldiers and employees cannot perform at their best while working in a hostile environment.

3. Harassment based on race, religion, color, sex, national origin, age, disability, genetic predisposition, or reprisal or other impermissible basis is not acceptable. Harassment includes any offensive conduct including slurs, jokes or other verbal, nonverbal, or physical conduct that has the effect of interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment.

4. Workplace harassment, including sexual harassment, has no place on Fort Gordon. Sexual harassment is a form of sex discrimination. It adversely impacts readiness and affects mission accomplishment. Further, it violates the law, is detrimental to productivity, diminishes self-esteem, and adversely affects morale.

5. Any Soldier or civilian who encounters workplace harassment should report the incident through appropriate channels. Contact should be made with the appropriate chain of command and/or servicing EEO (Civilian), EO (Military), legal, or personnel offices for prompt, thorough, and impartial investigation. The Equal Employment Office

IMGO-ZA

SUBJECT: Garrison Commander's Policy Memorandum No. 05 – Anti-Harassment

and the Office of the Staff Judge Advocate are available for advice and counsel. Leaders must ensure that incidents are investigated immediately and thoroughly. Failure to promptly and effectively deal with alleged harassment may result in other harm to a victim and puts the Army further at risk. Leaders, managers, and supervisors will ensure that employees who report harassment are not subject to reprisal for exercising their protected activity.

6. We must be committed to ensuring that Fort Gordon is free of workplace harassment, and we must expect all individuals to understand and support this policy. Together we can create teams that are beyond reproach. It is only through a team effort that we can meet our ultimate goal of strengthening the health of our Nation by improving the health of our Army and Fort Gordon.

7. This policy is effective until superseded or rescinded. This policy will be posted on all official bulletin boards and websites. The proponent for this action is the Equal Employment Opportunity Office, (706) 791-4551.



SHAW S. PICK  
COL, SC  
Commanding

IMGO-ZA

SUBJECT: Garrison Commander's Policy Memorandum No. 05 – Anti-Harassment