



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT LEE
3312 A AVENUE, SUITE 210, BLDG 12010
FORT LEE, VIRGINIA 23801

AMIM-LEG-EE (1)

24 JANUARY 2022

MEMORANDUM FOR All Garrison Fort Lee Personnel

SUBJECT: Command Policy #22-05, Anti-Harassment Policy for the Workplace

1. This policy supersedes Fort Lee Policy No. 20-05, dated 25 August 2020.
2. References.
 - a. Code of Federal Regulations, Title 29 Part 1614, Federal Sector Equal Employment Opportunity.
 - b. Army Directive 2015-40, Implementing Procedures for Anti-Harassment Policy, 30 Oct 15.
 - c. Army Regulation 690-12, Appendix D, Department of the Army Anti-Harassment Policy Implementation Procedures.
3. I am strongly committed to providing a work environment in which all members of our team are treated with respect and dignity. Workplace harassment based on race, religion, color, sex, national origin, age, disability, genetic information, or reprisal is not acceptable by any rank, civilian or military. Harassment is one of the most severe forms of disrespect and has no place on Fort Lee.
4. My policy against workplace harassment, including sexual harassment is simple: Any harassment that is threatening, insulting, intimidating or discriminatory and upsets the workplace environment will not be tolerated. Appropriate disciplinary action will be taken against managers or supervisors who fail to take appropriate action on reports of harassment and against employees who instigate or take part in any form of harassment.
5. Our success and mission accomplishments can only be achieved in an environment free of discrimination and harassment for all employees. Each of us must be vigilant and take personal responsibility to end discrimination and harassment of any form in the workplace.
6. I want our civilian employees to feel comfortable in coming forward and reporting discrimination, sexually harassing behavior or workplace harassment without fear of retaliation. Employees should report incidents to the appropriate supervisory level, but

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if the employee is uncomfortable in addressing the harasser or if the harasser is their supervisor or in their chain of command.

7. The point of contact is the Equal Employment Opportunity Staff located at 1403 Mahone Avenue, Building 9028, Suite D, Fort Lee, VA 23801, by calling 804-734-6668 or emailing usarmy.lee.imcom.mbx.lee-eeo-webauthor@mail.mil. A copy of this letter will be posted on all official bulletin boards.

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KARIN L. WATSON
COL, MP
Commanding