



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON FORT HAMILTON
113 SCHUM AVENUE
BROOKLYN NEW YORK 11252

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Policy Letter# 3

12 July 2022

MEMORANDUM FOR All Members of the USAG Fort Hamilton Community

SUBJECT: Anti-Harassment Policy for the Workplace

1. References:

a. Code of Federal Regulations, Title 29 Part 1614, Federal Sector Equal Employment Opportunity.

b. Army Regulation 690-12, Equal Employment Opportunity and Diversity, 12 Dec 19

c. Army Directive 2015-40, Implementing Procedures for Anti-Harassment Policy, 30 Oct 15

2. Sexual Harassment is defined as unwelcomed sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature:

(1) submission to or rejection of such conduct by a person is made either explicitly or implicitly a term or condition of a person's job, pay or 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.

3. As the Commander, I am firmly committed to the **Army EEO vision of being a "model employer** with a diverse workforce founded upon equality of opportunity." A workforce free from discrimination is vital to developing and maintaining a mission ready workforce. The Fort Hamilton Community, military and civilian personnel must be allowed to live and work in an environment free from any form of unfair treatment or discrimination based on their protected group status. Harassment is one of the most severe forms of disrespect and has no place in our work force.

4. **Each of us has a responsibility to support and ensure the success of our EEO Program.** The Installation leaders, managers, and supervisors at all levels are to exhibit commitment to EEO through their efforts to resolve conflicts and address concerns in the workplace as they arise. The EEO complaint process provides a forum for employees and other

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eligible individuals to exercise their right to address perceived incidents of discrimination based upon their race, color, religion, sex, national origin, age, genetic information, physical/mental disability, or reprisal for participation in protected EEO activity.

5. The proponent for EEO for our Army civilian workforce is the Fort Hamilton EEO Officer, Victor R. Colon, 917-597-8950, victor.r.colonolivares.civ@mail.mil.

6. A copy of this Policy will be posted on all official bulletin boards.


Brian A. Jacobs
COL, AD
Commanding