



**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**

IMLE-ZA

FORT LEE POLICY NO. 19-5

JAN 17 2019

MEMORANDUM FOR SEE DISTRIBUTION

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

2. 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.

3. 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.

4. Our success and that of mission accomplishment can only be achieved in an environment free of discrimination and harassment for all its employees. Each of us must be vigilant and take personal responsibility to end discrimination and harassment of any form in the workplace.

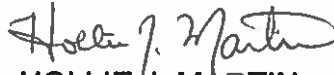
5. I want our civilian employees to feel comfortable in coming forward and reporting discrimination, sexually harassing behavior or workplace harassment without fear of retaliation. Employees should report incidents to the appropriate supervisory level, but if the employee is uncomfortable in addressing the harasser or if the harasser is their supervisor or in their chain of command, the point of contact is the Equal Employment

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Opportunity Staff located at 1403 Mahone Avenue, Building 9028, Suite D, Fort Lee, VA 23801 or by calling 804-734-6835.

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



HOLLIE J. MARTIN
COL, LG
Commanding

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