



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U. S. ARMY GARRISON FORT MEADE
4551 LLEWELLYN AVENUE
FORT GEORGE G. MEADE, MARYLAND 20755-5000

AMIM-MEG-EE (690-12a)

AUG 06 2024

MEMORANDUM FOR All Military and Civilian Personnel Assigned to or under the Operational Control of, U.S. Army Garrison, Fort Meade

SUBJECT: Command Policy Memorandum #5, Prevention of Sexual Harassment and Anti-Harassment Disputes

1. References:

- a. Code of Federal Regulations, Title 29, Part 1614, Federal Sector Equal Employment Opportunity, section 1614.101(a) and 1614.105.
- b. AR 690-12, Equal Employment Opportunity and Diversity, 12 Dec 19.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 1 Sept 24.

2. I value people as our most important asset and am committed to fostering an environment free of any and all forms of harassment.

3. Harassment violates EEO laws when unwelcomed conduct is based on race, color, religion, sex/gender (whether or not of a sexual nature; to include sex stereotyping, sexual orientation and sexual identity), national origin, age (40 or older), pregnancy, childbirth, or related medical conditions, disability, genetic information or retaliation for prior EEO participation when:

- a. Enduring the offensive conduct becomes a condition of continued employment AR 690-12, or

- b. The conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating hostile, or abusive.

- c. Such unwelcome conduct can include intimidation, ridicule, insult, offensive comments or jokes, or physical conduct based on race, color, religion, sex (whether or not of a sexual nature), national origin, age, (over 40), disability, genetic information, or reprisal.

4. No person in a supervisory or command position should use or condone any form of harassment to control, influence, or affect the career, pay, or job of a Civilian employee. No one should engage in deliberate or repeated harassment of others or creation of a hostile work environment.

5. Any employee who believes another person has engaged in unwanted harassing conduct should inform the person responsible for the conduct that it is unwelcome, offensive and request the conduct cease. If the conduct continues, or if the employee is uncomfortable confronting the person committing the conduct, then he or she should report the allegations(s) to the chain of command, the offender's supervisor or to an alternative agency official (Inspector General, EEO, CPAC, MER personnel, union officials, or chaplain). Reports of harassment made to alternative officials will be communicated to the chain of command to allow management the opportunity to promptly correct harassing conduct. Among other duties, it is the responsibility of all managers and supervisors at all levels, both military and Civilian, specifically to:

a. Ensure that all members of the work force refrain from actions or comments that may be perceived as having a prohibited discriminatory animus.

b. Act promptly to prevent, investigate, or correct situations that may give rise to meritorious complaints of discriminatory acts or harassment, whether a complaint or grievance has been filed concerning the situation or not.

c. Take corrective action against military members and Civilian employees in the supervisor's area of responsibility who have been found to have engaged in discriminatory practices.

6. I am deeply committed to maintaining a workplace that is free from all forms of harassment. It is important to me that incidents of harassment do not interfere with our ability to accomplish the mission. Therefore, I expect all supervisors, managers, and senior level officials to set high ethical, moral and legal standards. All supervisors must lead by example, show respect to others, create a positive work environment, assure EEO principles are discussed during counseling and included in supervisory performance evaluations. Violators of this policy and leaders who fail to take the appropriate actions may be subject to discipline to include punishment under the Uniform Code of Military Justice or applicable Civilian disciplinary regulations, as appropriate.

7. POC for this policy is the USAG Fort Meade EEO Office at (301) 677-6296.


YOLANDA D. GORE
COL, AG
Commanding