



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATIONS MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON, PRESIDIO OF MONTEREY
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NOV 14 2022

AMIM-PMG-EE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 3 - Anti-Harassment

1. References:

- a. Title 29, Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- c. AR 600-20, Army Command Policy, Rapid Action Revision (RAR), 20 September 2012.
- d. AR 690-12, Equal Employment Opportunity and Discrimination, 22 December 2016

2. Purpose: The purpose of this policy is to state the United States Army Garrison, Presidio of Monterey's (USAG POM) commitment to maintaining an environment free from workplace harassment.

3. Applicability: This policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of the USAG POM and tenant activities, to include applicants for employment and former employees.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMPM-EE, (831)242-5105. This policy supersedes the previous command policy on this subject, dated 15 July 2020.

5. All members of the USAG POM workforce are to treat one another with respect and dignity. The USAG POM holds supervisors responsible for maintaining a workplace environment which supports the principles of dignity and mutual respect and is free from harassment. Workplace harassment can be based on age (over 40), color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal for participation in protected EEO activity. Unacceptable conduct which contributes to workplace harassment is not tolerated.

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6. Allegations of harassment (including sexual harassment) are taken seriously and investigated promptly. Individuals are encouraged to contact their supervisor to resolve issues of harassment at the lowest possible level or contact the EEO Office at (831)242-5105.

7. All retaliatory conduct is prohibited. Retaliation and reprisal refers to prohibited acts of retaliation against those who file EEO complaints, or who otherwise participate in the EEO processes. Acts of reprisal are prohibited by 29 C.F.R. §1614.101(b).

8. Each member of the USAG POM's workforce will support this anti-harassment policy. The USAG POM charges supervisors with maintaining an environment free of workplace harassment and thoroughly investigate all allegations of harassment brought to them.

9. This policy will be brought to the attention of all USAG POM personnel and tenant activities. A copy of this memorandum will be posted on the EEO website and on all official bulletin boards in compliance with 29 C.F.R. §1614.102(b)(4).



SAMUEL W. KLINE
COL, SF
Commanding

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