



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT RILEY  
500 HUEBNER ROAD  
FORT RILEY, KANSAS 66442-7000

JUL 30 2020

IMRL-ZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy Memorandum #3 - Equal Employment Opportunity (EEO) Policy on Anti-Harassment

1. References.

a. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

b. Army Regulation 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.

2. Applicability. This policy applies to all personnel assigned to or formerly employed by, under the operational control of, or applicants for employment with the U.S. Army Garrison (USAG), Fort Riley, Kansas under Installation Management Command (IMCOM).

3. Policy.

a. As Commander, USAG, Fort Riley, I am fully committed to preventing and eliminating workplace harassment based upon race, religion, color, sex, national origin, age, disability, genetic information, reprisal or other impermissible basis. It is our duty to provide and maintain an environment of trust and respect for human dignity. Any discriminatory workplace harassment, including sexual harassment, will not be tolerated.

b. Harassment includes, but is not limited to, any discriminatory conduct such as slurs, jokes, or other verbal, nonverbal or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment. Even if a single utterance, joke or act does not rise to the level of actionable harassment under the law, such conduct is contrary to Army values.

c. All allegations of harassment will be taken seriously and investigated promptly. Employees are responsible for addressing concerns of harassment without delay through their supervisory chain of command and/or the EEO Office.

d. I expect everyone to respect the rights of all employees to pursue their complaints without fear of reprisal. Leaders, managers, and supervisors will cooperate and consult with EEO officials as issues and complaints arise.

4. This policy letter will be permanently posted on all official bulletin boards and on the Fort Riley webpage until superseded or rescinded.

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Policy on Anti-Harassment

5. The proponent for this policy is the EEO office, located at 510 Huebner Road, 1st Floor, Fort Riley, Kansas, 66442, and they can be reached at (785) 239-2741/6689, DSN 856-2741/6689.



WILLIAM B. MCKANNAY  
COL, MP  
Commanding

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