



**DEPARTMENT OF THE ARMY**  
**UNITED STATES ARMY GARRISON WIESBADEN**  
**UNIT 29623**  
**APO AE 09005-9623**

21 AUG 2018

IMWB-ZA

**MEMORANDUM FOR All Members of the United States Army Garrison (USAG)  
Wiesbaden Community**

**SUBJECT: USAG Wiesbaden Command Policy Letter #7, Anti-Harassment**

**1. References:**

- a. Code of Federal Regulations (CFR), Title 29, Part 1614, Federal Sector Equal Employment Opportunity.
- b. Army Regulation (AR) 690-12 (Equal Employment Opportunity and Diversity).
- c. AR 690-600 (Equal Employment Opportunity (EEO) Discrimination Complaints).

**2. Purpose: To establish the commander's policy on Anti-Harassment.**

**3. Applicability: This policy applies to all applicants for employment, US-employed Civilians, Military and Local National supervisors of US Civilians in the Wiesbaden community.**

**4. Policy: I am strongly committed to promoting and maintaining an environment free of all forms of unlawful harassment (based on race, color, sex, religion, national origin, age, protected activity, disability, reprisal, or genetic information). Each of us is entitled to work in a professional environment that does not infringe on our personal dignity and respect. This anti-harassment policy pertains to anyone in the workplace: managers, supervisors, co-workers, customers, suppliers, contractors, or other non-employees. Sexual harassment is a violation of the standards of conduct and the merit system principles found in Title 5 of the US Code and Title VII of the Civil Rights Act of 1964, as amended.**

- a. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct is explicitly or implicitly made a term or condition of employment.
- b. All retaliatory conduct is prohibited. Retaliation/reprisal refers to prohibited acts against those who file EEO complaints, or who otherwise participate in the EEO process as representatives, witnesses, investigators, counselors or program officials. Acts of reprisals are prohibited under 29 CFR 1614.101(b).

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c. Allegations of harassment (including sexual harassment) will be taken seriously and investigated promptly. Individuals are encouraged to contact their supervisors to resolve issues of harassment at the lowest possible level or contact the EEO office.

5. I fully expect all members of the Wiesbaden community to create and maintain an environment where everyone is treated professionally and with respect.

6. This policy letter will be placed on all official bulletin boards and on the USAG Wiesbaden webpage.

7. The point of contact for this policy is the EEO Office, located on Clay Kaserne, Building 1025, DSN: 548-2201/2202 or commercial 0611-143-548-2201/2202, email: [usarmy.wiesbaden.imcom-europe.mbx.equal-employment-opportunity@mail.mil](mailto:usarmy.wiesbaden.imcom-europe.mbx.equal-employment-opportunity@mail.mil).

  
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Commanding