



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAVARIA
UNIT 28130
APO AE 09114-8130

JUL 24 2016

IMBA-EE

MEMORANDUM FOR All USAG Bavaria Military and Civilian Personnel

SUBJECT: USAG Bavaria Policy Letter #5, Prevention of Sexual Harassment and Anti-Harassment

1. References:

- a. Code of Federal Regulations, Title 29, Part 1614, Federal Sector Equal Employment Opportunity, section 1614.101(a) and 1614.105.
- b. Army Directive 2015-40, Implementing Procedures for Anti-Harassment Policy.
- c. AR 690-12, Equal Employment Opportunity and Affirmative Action.

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

- a. An employee's acceptance or rejection of such conduct explicitly or implicitly forms the basis for a tangible employment action affecting the employee, or

- b. The conduct is sufficiently severe or pervasive as to alter the terms, conditions, or privileges of the employment enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

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

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uncomfortable confronting the person committing the conduct, then he or she should report the allegations(s) to the chain of command or to an alternative agency official (Inspector General, EEO, CPAC, MER personnel 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. It is the responsibility of management to investigate allegations of harassment in a confidential manner and to take appropriate actions to ensure that those allegations are addressed swiftly, fairly, and effectively.

6. I am deeply committed to maintaining a workplace that is free of 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.

7. Violators of this policy and leaders who fail to take the appropriate action are subject to administrative actions to include punishment under the Uniform Code of Military Justice.

8. POC for this policy is the USAG Bavaria EEO Office at 475-8360/6390.


LANCE C. VARNEY
COL, IN
Commanding