



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09107-0401

IMSG-ZA

7 APR 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USAG Stuttgart Command Policy #2, Harassment Free Workplace

1. REFERENCES.

a. Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715, Section 1, Element A / D and Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors.

b. Army Directive 2015-40, Implementing Procedures for Anti-Harassment Policy, 30 October 2015.

2. APPLICABILITY. Department of the Army ("DA") appropriated and non-appropriated fund Employees and military and DA Civilian supervisors and managers.

3. PURPOSE. To prevent and eliminate workplace harassment and provide behavioral expectations and guidance to Stuttgart personnel.

4. POLICY. Any form of harassment will not be tolerated within USAG Stuttgart. Even if the act(s) do not rise to the level of unlawful harassment, such conduct is contrary to Army values, has a debilitating impact on employee morale, and undermines mission accomplishment.

5. Harassment violates EEO laws and is discriminatory when unwelcomed conduct is based on race, color, religion, sex, (whether or not of a sexual nature; includes pregnancy, sex stereotyping, and transgender), national origin, age (40 or older), disability, or genetic information where:

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.

6. Anti-discrimination laws also prohibit harassment in retaliation for filing a discrimination charge, participating in an EEO investigation, or opposing employment

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practices that they reasonably believe is in violation of EEO laws.

7. Agency Responsibilities.

a. Management is responsible for maintaining a harassment-free workplace. When Management receives employee complaints alleging harassment, Management shall take reasonable steps to prevent, correct, and ensure the behavior does not recur. Additionally, law obligates the Management to promptly investigate the allegation regardless whether the alleged conduct rises to violate Federal anti-discrimination law. When appropriate, Management shall consult with the servicing CPAC, Garrison Labor Attorney, and EEO office.

b. Management shall complete the Army's mandatory "EEO, Anti-Harassment and NoFEAR Act Training" for supervisors annually and ensure employees are aware of the anti-harassment policy and procedures.

8. Employee Responsibilities.

a. The DA expects any Employee who believes they have experienced unwelcome, harassing conduct in the workplace to inform the responsible person that the conduct is unwelcome and to cease. If the conduct continues or the Employee is uncomfortable confronting the responsible party, the Employee must immediately report the matter to the immediate supervisor, the other party's supervisor, or other Management official before it becomes severe or widespread. Employees may also report the matter to the Inspector General, Equal Employment Opportunity Office (EEO), or CPAC.

b. Employees shall complete the Army's mandatory "EEO, Anti-Harassment and NoFEAR Act Training" for Employees annually.

9. A copy of this policy will be posted on all official bulletin boards, official websites, and made available upon request.

10. The point of contact for this policy letter is the USAG Stuttgart EEO Manager at DSN 430- 5256, Commercial 0711-680-5256.



GLENN K. DICKENSON
COL, MI
Commanding

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USAG Stuttgart Directors