



REPLY TO  
ATTENTION OF:

EACG

DEPARTMENT OF THE ARMY  
HEADQUARTERS, 8<sup>TH</sup> ARMY  
UNIT #15236  
APO AP 96205-5236

15 MAR. 2011.

MEMORANDUM FOR All 8th Army Assigned Soldiers and Civilians

SUBJECT: 8th Army Command Policy Letter #38 – Prevention and Elimination of Unlawful Harassment in the Workplace

1. References:

- a. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004, [http://www.apd.army.mil/pdf/files/r690\\_600.pdf](http://www.apd.army.mil/pdf/files/r690_600.pdf).
- b. AR 600-20, Army Command Policy, Rapid Action Revision (RAR), Issue Date: 27 April 2010, [http://www.army.mil/USAPA/epubs/pdf/r600\\_20.pdf](http://www.army.mil/USAPA/epubs/pdf/r600_20.pdf).
- c. Policy Letter, DA, 31 July 2008, subject: Army Policy on Harassment, [http://eeoa.army.pentagon.mil/web/doc\\_library/army-policy-on-harassment.pdf](http://eeoa.army.pentagon.mil/web/doc_library/army-policy-on-harassment.pdf).
- d. USFK Regulation, 690-1, Regulations and procedures Korean Nationals, Section XIII, Grievances and Appeals, 6 January 2009.

2. Purpose. To establish Policy and Procedures for the Prevention and Elimination of Unlawful Harassment in the Workplace Policy.

3. Background. Workplace harassment is any unwelcome conduct that the employee does not solicit or invite. Workplace harassment can be verbal or physical conduct that is so objectively offensive as to alter the condition of the victim's workplace environment, either by culminating in a tangible employment action or by being so severe or pervasive that it creates a hostile work environment.

4. Discussion. 8th Army is committed to preventing and eliminating all types of workplace harassment, based upon race, color, sex, sexual orientation, religion, national origin, age, disability, reprisal, marital status, political affiliation, parental status, or genetic predisposition. Workplace harassment, including sexual harassment, is unacceptable conduct and will not be tolerated.

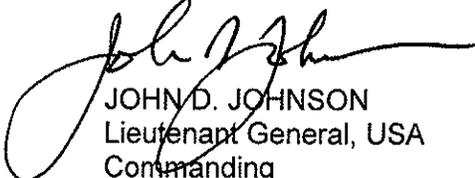
- a. Individuals who are subjected to acts of harassment have an obligation to make it clear that such behavior is unwelcome, and immediately report the incident through the appropriate supervisory channel. It is the responsibility of every supervisor and manager, military and civilian, to examine the reported incident and ensure swift, fair, and effective corrective action is taken when necessary. Reprisal against any Soldier or civilian who reports harassment will not be tolerated.

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b. The commitment of each individual is required to establish and maintain a work environment free of harassment for all personnel, whether civilian or military, active duty or reserve. The commitment of every Soldier and civilian to prevent all forms of harassment will ensure that this Command maintains the highest level of professional behavior and courtesy that marks 8<sup>th</sup> Army's commitment to excellence. The Command will take corrective action on any violation of this policy.

5. Post a copy of this policy on all official bulletin boards within the command and make the policy available to all 8<sup>th</sup> Army personnel. The proponent for this policy is the 8<sup>th</sup> Army EEO Office. The POC may be contacted at (315) 724-6430 or 011-822-7914-6430.



JOHN D. JOHNSON  
Lieutenant General, USA  
Commanding