DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH ARMY
UNIT #15236
APO AP 96205-5236

REPLY TO
ATTENTION OF:

OCT 15 2013

EACG

MEMORANDUM FOR All Eighth Army Assigned Soldiers and Civilians

SUBJECT: Eighth Army Command Policy Letter #7, Prevention and Elimination of Unlawful Harassment in the Workplace

1. References:

a. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004, http://www.apd.army.mil/pdffiles/r690_600.pdf.

b. AR 600-20, Army Command Policy, 18 March 2008 (incorporating Rapid Action Revision, 20 September 2012, http://www.apd.army.mil/pdffiles/r600_20.pdf.

c. Policy Letter, Department of Army, 31 July 2008, http://www.sexualassault.army.mil/files/Army%20Policy%20on%20Sexual%20Harassment.pdf.

d. USFK Regulation, 690-1, Regulations and procedures Korean Nationals, Chapter 13, Grievances and Appeals, 10 February 2011.

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

4. Discussion. Eighth 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 is not tolerated.

a. If you are subjected to acts of harassment, you 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 is not tolerated.

b. Your commitment is required in order to establish and maintain a work environment free of harassment for all personnel, whether Civilian or military. The commitment of every Soldier and Civilian to prevent all forms of harassment will ensure that the command maintains the highest level of professional behavior and courtesy that marks Eighth Army's commitment to excellence. The command will take corrective action on any violation of this policy.

5. Proponent. The proponent for this policy is Eighth Army Equal Employment Opportunity Office. Contact the proponent at commercial 011-822-7914-6430 or DSN (315) 724-6430.

BERNARD S. CHAMPOUX
Lieutenant General, USA
Commanding