



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FORCES COMMAND
4700 KNOX STREET
FORT BRAGG, NC 28310-5000

AFPE-EE (1oo)

6 Sep 22

MEMORANDUM for Headquarters, Commands Reporting Directly to FORSCOM

SUBJECT: FORSCOM Commanding General Policy Memo 5, Anti-Harassment

1. References:

a. Equal Employment Opportunity Commission, Management Directive 715, Equal Employment Opportunity, 1 October 2003.

b. Army Regulation (AR) 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

c. Secretary of the Army memorandum, (Army Anti-Harassment Policy for the Workplace) 27 April 2011.

d. AR 600-20 (Army Command Policy), 24 July 2020.

e. Army Regulation (AR) 690-12 (Equal Employment Opportunity and Diversity), Appendix D, 12 December 2019.

2. FORSCOM's policy requires a model workplace free from harassment and other forms of discrimination on the bases of race, color, religion, sex (including harassment of a sexual or non-sexual nature, pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, or any other legally protected activities. Commanders and supervisors must be cognizant of their responsibilities to uphold this policy and commit to take immediate and appropriate action when such conduct occurs.

3. Harassment is defined as verbal, non-verbal, or physical conduct that is so offensive as to alter the condition of an individual'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. Any Soldier or Civilian who believes he or she has been subjected to, or a witness to, any form of harassment has a duty to promptly report the misconduct to an appropriate chain of command official. Commanders, managers, and supervisors will ensure individuals who report harassment are not subjected to retaliation.

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5. Upon receipt of any alleged harassment complaint, a supervisor or a management official will consult with the Staff Judge Advocate within one business day for legal guidance and will notify the FORSCOM Anti-Harassment Coordinator within three business days for case number assignment. If an investigation is initiated, it must be completed in a reasonable time. The Anti-Harassment Procedures and Responsibilities for reporting all allegations of harassment, to include sexual harassment, can be found at the FORSCOM G-1 EEO/EO portal at <http://go.usa.gov/cKfW7> and Army Regulation 690-12, Appendix D.

6. For additional information regarding anti-harassment reporting procedures, contact the HQ FORSCOM Anti-Harassment Program Coordinator at (910) 570-5132/5165 (DSN 670).

7. This policy supersedes any previous memorandum on this subject and is effective until it is superseded or rescinded.



ANDREW P. POPPAS
General, USA
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