



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON WIESBADEN  
UNIT 29623  
APO AE 09005-9623

IMWB-ZA

JUN 16 2016

MEMORANDUM FOR All Members of the United States Army Garrison (USAG)  
Wiesbaden Community

SUBJECT: USAG Wiesbaden Command Policy Letter #7, Anti-Harassment

1. References:

a. Army Regulation (AR) 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.

b. Code of Federal Regulations (CFR), Title 29, Part 1614, Federal Sector Equal Employment Opportunity, 1 November 2012.

c. AR 690-600, Equal Employment Opportunity (EEO) Discrimination Complaints, 9 February 2004.

d. Army Directive 2015-40 (Implementing Procedures for Anti-Harassment Policy), 30 October 2015.

2. Purpose: To establish the commander's policy on Anti-Harassment and Alternative Dispute Resolution.

3. Applicability: This policy applies to all applicants for employment, United States (US) employed Civilians, Military and Local National supervisors of U.S Civilians in the Wiesbaden community.

4. Policy: I am strongly committed to promoting and maintaining an environment free of all forms of unlawful harassment (racial, color, sexual, or based on religion, national origin, age, protected activity, disability, reprisal, genetic information). Each of us is entitled to work in a professional environment that does not infringe on our personal dignity and respect. This anti-harassment policy pertains to anyone in the workplace: managers, supervisors, co-workers, customers, suppliers, contractors, or other non-employees. Sexual harassment is a violation of the standards of conduct and the merit system principles found in Title 5 of the US Code and Title VII of the Civil Rights Act of 1964, as amended.

a. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to, or rejection of, such conduct is made explicitly or implicit a term of condition of employment.

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b. All retaliatory conduct is prohibited. Retaliation/reprisal refers to prohibited acts of retaliation against those who file EEO complaints, or who otherwise participate in the EEO processes as representatives, witnesses, investigators, counselors or program officials. Acts of reprisal are prohibited at 29 CFR 1614.101(b).

c. Allegations of harassment (including sexual harassment) will be taken seriously and investigated promptly. Individuals are encouraged to contact their supervisors to resolve issues of harassment at the lowest possible level or contact the Equal Employment Opportunity office.

5. I fully expect all members of the Wiesbaden community to create and maintain an environment where everyone is treated professionally and with respect in the accomplishment of our mission. This policy letter will be placed on all official bulletin boards and on the USAG Wiesbaden webpage.

6. The point of contact for this policy is the EEO Office, located on Clay Kaserne, Building 1025, DSN: 548-2201/2202 or commercial 0611-143-548-2201/2202, email: [usarmy.wiesbaden.imcom-europe.mbx.equal-employment-opportunity@mail.mil](mailto:usarmy.wiesbaden.imcom-europe.mbx.equal-employment-opportunity@mail.mil).



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