



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT RILEY
500 HUEBNER ROAD
FORT RILEY, KANSAS 66442-7000

IMRL-EE

JUL 10 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy Memorandum #3 - Equal Employment Opportunity (EEO) Policy on Anti-Harassment

1. References.

- a. Secretary of the Army Memorandum, Equal Employment Opportunity Policy and Anti-Harassment Policy for the Workplace, dated 27 April 2011.
- b. Army Directive 2015-40 Implementing Procedures for anti-Harassment Policy, dated 30 October 2015.

2. Applicability. This policy applies to all personnel assigned to or under the operational control of, applicants for employment with, and former employees of the U.S. Army Garrison (USAG), Fort Riley, Kansas Installation Management Command (IMCOM).

3. Policy.

a. As Commander, USAG, Fort Riley, I am fully committed to preventing and eliminating workplace harassment, based upon race, religion, color, sex, national origin, age, disability, genetic information, reprisal or other impermissible basis. It is our duty to provide and maintain an environment of trust and respect for human dignity. Any workplace harassment, including sexual harassment, will not be tolerated.

b. Harassment includes, but is not limited to, any offensive conduct such as slurs, jokes, or other verbal, nonverbal or physical conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, offensive, or hostile environment. Even if a single utterance, joke or act does not rise to the level of actionable harassment under the law, such conduct is contrary to Army values.

c. All allegations of harassment will be taken seriously and investigated promptly. Employees are responsible for addressing concerns of harassment through their supervisory change of command without delay and/or contacting the EEO Office.

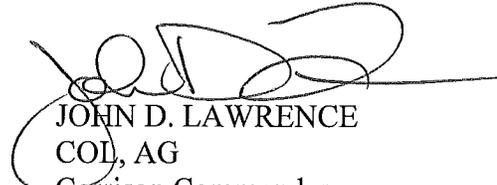
d. I expect everyone to respect the rights of all employees to pursue their complaints without fear of reprisal. Managers, supervisors and leaders will cooperate and consult with EEO officials as issues and complaints arise.

4. This policy letter will be permanently posted on all official bulletin boards and on the Fort Riley webpage.

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on Anti-Harassment

5. The proponent for this policy is the EEO office, located at 510 Huebner Road, 1st Floor, Fort Riley, Kansas, 66442, and they can be reached at (785) 239-2741/6689, DSN 856-2741/6689.



JOHN D. LAWRENCE
COL, AG
Garrison Commander

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