



DEPARTMENT OF THE ARMY
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ARMY POLICY ON HARASSMENT

The Army has demonstrated its commitment to preventing and eliminating all types of workplace harassment, based upon race, religion, color, sex, national origin, age, disability or reprisal, within the military ranks and civilian workforce through written policy, communication, education and training, enforcement, and assessment. While we can be proud of our efforts to rid the workplace of this unacceptable conduct, we must continue to focus our energy on ensuring that Soldiers and civilians understand the importance of the Army's policy on this issue.

As Army leaders, it is our duty to provide and maintain an environment of trust and respect for human dignity where workplace harassment, including sexual harassment, will not be tolerated. We must reaffirm a commitment to an environment of mutual respect, dignity, and fair treatment.

Sexual harassment is defined in law and regulation. It is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment is present when such conduct is made a condition of a person's job, or used for employment decisions affecting that person, or when it creates an intimidating, hostile or offensive environment, or interferes with the performance of Soldiers or civilians.

Any Soldier or civilian who encounters any unlawful workplace harassment should report the incident through appropriate channels. Every leader must ensure that every reported incident is investigated immediately and thoroughly, with corrective action taken as appropriate. Reprisal against any Soldier or civilian who reports workplace harassment will not be tolerated.

We expect all leaders to support the Army's continuing commitment to a positive workplace environment that protects and preserves human dignity.


GEORGE W. CASEY, JR.
General, United States Army
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PETE GEREN
Secretary of the Army