



SECRETARY OF THE ARMY  
WASHINGTON

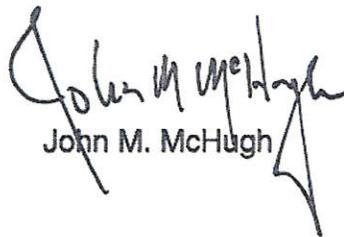
27 APR 2011

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND  
RESERVE AFFAIRS)

SUBJECT: Anti-Harassment Training

1. In keeping with Army's commitment to a workplace environment free from harassment, I have promulgated an updated anti-harassment policy, enclosed.
2. Workplace harassment prohibited by this policy includes not just sexual harassment, but also harassment based on race, religion, color, sex, national origin, age, disability, genetic information, reprisal or other impermissible basis.
3. The Deputy Assistant Secretary for Diversity and Leadership will develop Army-wide anti-harassment training for civilians and military personnel. This training shall be designed not only to prevent sexual harassment, but also designed to prevent harassment on any other prohibited basis. This training shall be titled to reflect this broader anti-harassment focus.

Encl

  
John M. McHugh



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ARMY ANTI-HARASSMENT POLICY FOR THE WORKPLACE

As Army leaders, it is our duty to provide and maintain an environment of trust and respect for human dignity. Workplace harassment, including sexual harassment, has no place in the Army. We are committed to an environment of mutual respect, dignity and fair treatment.

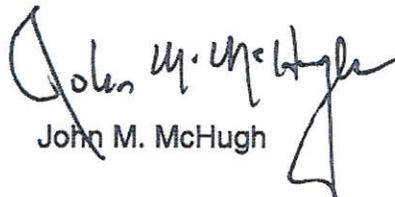
Workplace harassment based on race, religion, color, sex, national origin, age, disability, genetic information, reprisal or other impermissible basis, is not acceptable in either the military or civilian ranks.

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. Leaders at all levels must guard against harassment and should proactively ensure that the work environment is free from all forms of harassment.

Sexual harassment is a form of sex discrimination. Sexual harassment is defined in chapter 7 of Army Regulation 600-20, *Army Command Policy*. Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay or career; or (b) submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Any Soldier or civilian who encounters 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 is prohibited.

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

  
John M. McHugh