



DEPARTMENT OF THE ARMY  
U.S. ARMY CORPS OF ENGINEERS  
WASHINGTON, DC 20314-1000

REPLY TO  
ATTENTION OF

CEEO

FEB 2014

COMMANDER'S POLICY MEMORANDUM: CPM - CEEO - 004

SUBJECT: Anti-Harassment Policy

1. References:

- a. Equal Employment Opportunity Management Directive (MD) 715, 1 October 2003
- b. AR 600-20, Army Command Policy, 27 Apr 2010.

2. Applicability: This policy applies to all Soldiers, DA Civilians and Contractors working for or employed by the United States Army Corps of Engineers (USACE).

3. Purpose. The purpose of this memorandum is to clearly establish command policy for anti-harassment with regard to an individual's race, color, religion, sex, national origin, age, or any physical or mental disability.

4. Intent. I expect the full support of all USACE commanders and employees in supporting this policy, by ensuring and maintaining a workplace environment that is free from harassment. The goal is foster a culture of professionalism and respect throughout our ranks.

5. Policy. USACE is committed to and supports the Department of the Army's (DA's) policy on anti-harassment. Harassing conduct is construed as any unwelcome verbal or physical conduct that demeans, demonstrates hostility, or shows aversion towards an individual due to their race, color, religion, national origin, age, sex, and or disability.

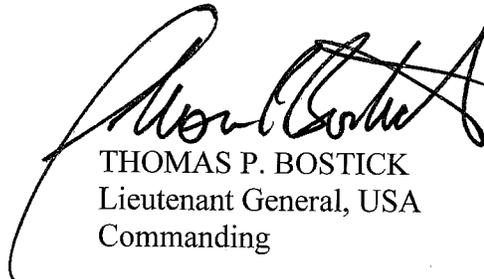
- a. Harassment is a violation of Title VII of the Civil Rights Act of 1964.
- b. I expect all commanders, supervisors and managers to be responsible and accountable for acting promptly to prevent and eliminate harassment (sexual or non-sexual) in the workplace.
- c. Military, Civilian, and Contract employees who believe they have been the subject of harassment or who have witnessed harassing conduct should take immediate action to stop the conduct and report the incident to anyone in their supervisory chain of command or to their local Equal Employment Opportunity Office.

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6. I am strongly committed to promoting and maintaining a work environment where all applicants and employees are treated with dignity and respect free of harassment. Our mission success is vital to the security and economic strength of our nation. We are one team working together toward common goals. We need each member of this team achieving their full potential in order to be successful. Everyone at every level of this organization plays a part in implementing and enforcing this policy.

7. The proponent for this policy is the USACE Equal Employment Opportunity office.



THOMAS P. BOSTICK  
Lieutenant General, USA  
Commanding