



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

CECG (1e)

29 OCT 2024

COMMANDING GENERAL'S POLICY MEMORANDUM #5

SUBJECT: Anti-Harassment Policy

1. References: AR 600-20, Army Command Policy.
2. As a Commander, I am strongly committed to promoting and maintaining a work environment where all employees and applicants for employment are treated with dignity and respect. This commitment includes ensuring that this organization, at every level, provides a climate that is free of harassment of any kind, including hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct.
3. Commanders, managers, and supervisors are responsible for maintaining an environment of trust and respect for human dignity in which harassment of any kind will not be tolerated. They must ensure that every reported allegation of harassment is investigated promptly and thoroughly, and corrective action taken if warranted. They are also responsible for providing guidance on the procedures for seeking relief. Individuals who report harassing conduct or participate in investigations must not be subject to retaliation.
4. Employees are responsible for ensuring they do not engage in any activity or practice that creates a hostile environment for their fellow workers. Any employee who believes that they have been a victim of harassment should immediately report the incident to their chain of command. Employees who witness or become aware of harassing conduct directed at another employee should also report the matter to the management officials of the offending employee. I expect all employees to support this policy and do their part in creating and maintaining a positive environment that protects and preserves human dignity.
5. The point of contact for this memorandum is the Office of EEO, Outreach and Accessibility at 202-445-0252.

A handwritten signature in black ink, appearing to read "W. H. Graham, Jr.", written in a cursive style.

WILLIAM H. GRAHAM, JR
Lieutenant General, USA
Commanding