



DEPARTMENT OF THE ARMY
CHIEF OF ENGINEERS
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WASHINGTON DC 20310-2600

DAEN-ZA

24 SEP 2020

COMMANDING GENERAL'S POLICY MEMORANDUM #5

SUBJECT: Anti-Harassment Discrimination

1. As a Commander, I am strongly committed to promoting and maintaining a work environment where all employees and applicants for employment be 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. Harassment, to include a hostile environment, is a violation of Title VII of the Civil Rights Act of 1964.
2. 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 that corrective action taken. They are also responsible to ensure all employees are informed of this organization's zero-tolerance regarding harassing behavior, to ensure employees are provided guidance on what constitutes harassment, and the procedures for seeking relief, and to ensure employees are protected from retaliation for reporting the unwelcomed conduct.
3. Retaliation/reprisal refers to prohibited acts against individuals who file EEO complaints, or who otherwise participate in the EEO processes as representatives, witnesses, investigators, counselors or program officials.
4. Employees are responsible for ensuring they do not engage in any activity or practice that is offensive, could be perceived as offensive, or 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.
5. 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.

A handwritten signature in black ink, appearing to read "Scott A. Spellmon".

SCOTT A. SPELLMON
Lieutenant General, USA
Chief of Engineers