



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
US ARMY GARRISON ROCK ISLAND ARSENAL
1 ROCK ISLAND ARSENAL
ROCK ISLAND, ILLINOIS 61299-5000

IMRI-ZA

JUL 07 2016

MEMORANDUM FOR ALL USAG RIA Employees and Supervisors

SUBJECT: Anti-Harassment Policy – Policy Memorandum #B-27

1. I am committed to upholding Army Directive 2015-40 (Implementing Procedures for Anti-Harassment Policy) to provide a workplace free of harassment. Harassment of any type violates the trust among the Garrison team necessary to successfully execute our mission. I will not tolerate harassment or discrimination of any type, whether committed by a co-worker, supervisor or condoned by management's inaction. Workplace harassment based on race, religion, color, sex, national origin, age, disability, genetic information or reprisal is not acceptable.
2. Harassment is offensive conduct, whether sexual or non-sexual in nature which is sufficiently severe or pervasive that it alters the conditions of an individual's employment or creates a hostile work environment. Any allegation of harassment will be taken seriously and dealt with swiftly. All employees have a responsibility to report workplace harassment through appropriate channels.
3. Supervisors are responsible for monitoring the workplace to ensure the work environment is free of harassment and to take swift and immediate action to address complaints of harassment. All Army leaders must ensure that they immediately and thoroughly investigate every reported incident and take corrective action as appropriate.
4. If reported, I expect Supervisors to conduct a prompt, thorough, impartial and appropriate inquiry even in the absence of a complaint and document the efforts to promptly address and resolve the issues. After consultation with the Garrison EEO office, CPAC and legal office, the supervisor or management official will promptly take appropriate corrective action.
5. If results of the inquiry are sufficient to determine that the issue requires corrective action, the supervisor or management official may request a further investigation in accordance with Army Regulation (AR) 15-6. Management will make such requests on a case by case basis. After completion, management may use the information obtained, including findings and recommendations to take appropriate corrective actions against the alleged harasser.
6. If an employee pursues a claim of harassment through the EEO process, the negotiated grievance procedure or a US Merit Systems Protection Board (MSPB) appeal, the EEO/LMER official who receives notice of the claim will promptly notify the

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appropriate responsible management official. The management official will treat the notification as a report and follow the procedures outlined in Army Directive 2015-40 (Implementing Procedures for Anti-Harassment Policy).

7. For assistance or questions, please contact Gerry Handy at 309-782-1488 or e-mail: gerald.p.handy.civ@mail.mil.


KENNETH J. TAUKE
Colonel, MP
Garrison Commander