



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND
4710 KNOX STREET
FORT BRAGG, NC 28310-5010

AFRC-EO/EEO

SEP 25 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General Policy #20-04: Harassment Prevention and Response

1. The Army is a values-based organization where everyone is encouraged to do what is right by treating others with dignity and respect. Hazing, bullying, harassment, online misconduct, and other acts of misconduct undermine trust and negatively impact command climate and readiness. The physical or mental injury caused by hazing, bullying, and harassment damages the readiness of the force. It further destroys trust and cohesion among Soldiers and Civilians and erodes the foundation of our Army Values and Warrior Ethos. All Commanders and Directors will effectively communicate this policy to every military member and Civilian employee under their command or supervision.
2. Soldiers are afforded protections under AR 600-20, Army Command Policy, paragraph 4-19, which defines hazing, bullying, and discriminatory harassment. I encourage victims of hazing, bullying, online misconduct, or discriminatory harassment to report incidents to their chain of command. If the chain of command does not resolve the issue, victims should approach their next higher level of command and/or appropriate Inspector General (IG) office. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice. Commanders will seek the advice and counsel of their legal advisor when taking action pursuant to this policy. Soldiers who wish to file an Equal Opportunity (EO) complaint regarding harassment in the workplace, or who have questions regarding this policy, should contact the Military EO office within their chain of command or the Army Reserve EO office at (855) 434-0986 or email usarmy.usarc.usarc-hq.list.ar-eo@mail.mil.
3. Commanders will thoroughly investigate under the provisions of AR 15-6 all reports of hazing or bullying, and are responsible for coordinating with the unit EO Advisor to ensure all hazing or bullying allegations are entered in the Department of the Army's system of record, regardless of the type of investigation conducted (law enforcement, IG, or administrative). Furthermore, every Commander, Director, Manager, and Supervisor will set the appropriate example regarding the prevention of hazing, bullying, or discriminatory harassment and will take proper actions to create and sustain an environment that promotes dignity, respect, teamwork, and trust.

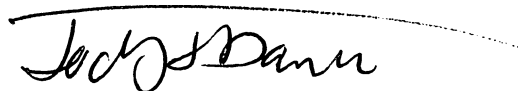
ENCLOSURE 5

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4. With respect to our Civilian employees, workplace harassment based on race, religion, color, sex (to include sexual orientation, gender identity, and pregnancy), national origin, age, disability (physical or mental), genetic information, or reprisal is not only unacceptable, it is unlawful. Harassment is defined as verbal, non-verbal, or physical conduct that is so offensive as to alter the condition of an individual's workplace environment, either by culminating in a tangible employment action or by being so severe or pervasive that it creates a hostile work environment. We will take any allegation of harassment seriously and deal with it swiftly. Management is responsible for monitoring the workplace to ensure a work environment is free of harassment and taking swift and immediate action as required by Army Regulation 690-12, Appendix D, to address complaints of harassment. Workplace harassment, to include harassment on social media or through other electronic means, must be reported through appropriate channels. Civilian employees who wish to file an Equal Employment Opportunity (EEO) complaint regarding unlawful harassment in the workplace should contact the Army Reserve EEO office at (608) 388-3106/3107, 1-888-838-4499 (toll-free), 1-800-877-8339 (Federal Relay for the hearing impaired), or email usarmy.usarc.usarc-hq.mbx.eeo@mail.mil.

5. In order to accomplish the Army Reserve mission, all Soldiers and Civilian employees must carry out their responsibilities and treat any form of hazing, bullying, or harassment as a serious issue that needs to be resolved appropriately and expeditiously. Additionally, every member of the chain of command will protect all personnel with complaints of harassment, hazing, or bullying from reprisal or retaliation. Our success as an organization depends on our Soldiers, Civilians, and Family members. A healthy, positive, and professional work environment free of hostility and harassment remains essential to the Army's readiness. It is, therefore, imperative that Commanders, Directors, Managers and Supervisors at all levels enforce this policy.



JODY J. DANIELS
Lieutenant General, U.S. Army
Commanding

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