DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926

REPLY TO
ATTENTION OF

IMAH-EEO

MAR 1 6 2006

MEMORANDUM FOR All US Army Installation Management Agency Personnel

SUBJECT: US Army Installation Management Agency Policy Memorandum # 51, Policy for the Prevention of Unlawful Harassment

1. REFERENCE. Army Regulation 690-600, dated February 4, 2004, Equal Employment Opportunity Discrimination Complaints.

2. PURPOSE. To provide guidance to all US Army Installation Management Agency (IMA) personnel on the Prevention of Unlawful Harassment.

3. APPLICABILITY. This policy applies to all personnel assigned to or under the operational control of IMA in addition to applicants for employment with IMA and former employees of IMA.

4. POLICY.

a. Harassment is a prohibited personnel practice in the workplace and may violate federal law when the treatment is based on race, color, sex (whether or not of a sexual nature), religion, national origin, age (40 and above), disability or protected activity under the anti-discrimination statutes. Offensive conduct constitutes harassment if it alters the conditions of the victim's employment either by culminating in a tangible employment action or by being sufficiently severe or pervasive to create a hostile work environment.

b. Discrimination and harassment are unacceptable in the workplace. Every supervisor or commander must prevent and promptly correct all harassing behaviors in the workplace. All employees have a responsibility to report harassing behaviors by using the complaint process or otherwise reporting the allegations of harassment to management officials. No employee or applicant for employment will be retaliated against for filing a complaint or reporting behavior perceived as harassment.

c. Harassment of any kind is detrimental to accomplishing the IMA mission and to the morale of the workforce. I expect all management officials and employees to prevent such behaviors and to execute timely corrective action should they occur. It is imperative that we maintain the high level of professional behavior and courtesy that symbolizes our commitment to excellence.

d. A copy of this policy is to be posted on all official bulletin boards, official websites and made available upon request.

5. PROCEDURES. N/A

6. PROPONENT. HQ, IMA, EEO, is the proponent for this policy. Point of contact is Ms. Seema E. Salter, Chief, EEO, commercial (703) 602-4308 or at DSN 332-4308.

MICHAEL D. ROCHELLE
Major General, U.S. Army
Director