



SECRETARY OF THE ARMY
WASHINGTON

07 MAR 2022

ARMY HARASSMENT PREVENTION AND RESPONSE POLICY

As Secretary of the Army, I am committed to providing a workplace that is free from all forms of harassment and where individuals are treated with dignity and respect. Harassment jeopardizes readiness and mission accomplishment, weakens trust among colleagues, and erodes organizational cohesion.

Harassment prohibited by this policy includes, but is not limited to, unwelcome conduct, intimidation, ridicule, insult, offensive comments or jokes, or physical contact that is based on race, color, national origin, religion, sex (including pregnancy and gender identity), or sexual orientation, and also includes hazing, bullying, and other acts of misconduct.

It is the responsibility of all employees to report claims of harassment immediately to any of the following: management officials or supervisors, the Inspector General (IG), Equal Employment Opportunity office, union officials, Chaplains, or their respective command civilian personnel officials, as applicable. 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. The Department of the Army makes every effort to ensure that reports of harassment are confidential to the fullest extent possible. Individuals who report harassing conduct, participate in investigations, or take any other actions under this policy must not be subjected to retaliation.

Upon receipt of such reports, management officials (such as the supervisor or commander) in consultation with the servicing legal advisor, will ensure the allegations are investigated or referred to the IG for investigation, as appropriate. After the investigation, the supervisor or commander will initiate appropriate corrective or disciplinary action, if warranted. Management officials have a duty to carry out their responsibilities under this policy, and failure to do so may result in disciplinary action.

I expect our leaders and employees to support the Army's commitment to building and maintaining trust in our organizations. Together, we will cultivate an environment that is free of harassment, where every Department of the Army employee feels welcomed, valued, included, and motivated to achieve mission success.

A handwritten signature in black ink, reading "Christine E. Wormuth".

Christine E. Wormuth