



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND AND FORT KNOX
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KENTUCKY 40121-5123

ATCC-PAP

MAY 07 2012

MEMORANDUM FOR

Commanders, Fort Knox Partners in Excellence
Commanders, All Units Reporting Directly to This Headquarters
Deputy Chiefs of General and Chiefs of Special Staff Offices, HQ USACC

SUBJECT: Policy Letter 6 – Anti-Harassment

1. References:

a. Equal Employment Opportunity Commission Management Directive 715, EEO, 1 Oct 03.

b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 Mar 88.

2. I am fully committed to the Army's policy of preventing and eliminating all forms of workplace harassment within our military ranks and U.S. Army Civilian Corps.

3. Workplace and discriminatory harassment, to include hazing and sexual harassment, undermines mission accomplishment by adversely affecting our most valuable resource – our dedicated Soldiers and Civilians. Engaging in workplace or discriminatory harassment is a prohibited behavior and will be subject to disciplinary action.

4. It is the duty of all individuals who believe they have been subjected to, or a witness of, workplace or discriminatory harassment to immediately report the misconduct to an appropriate management official. Commanders and management officials will ensure that employees who report workplace or discriminatory harassment are not subjected to reprisal for their protected activity.

5. Successful mission accomplishment can only be achieved in an environment infused with dignity and equal opportunity. As we carry out our responsibility to maintain the highest standards of honesty, integrity and respect, I expect every Soldier and Civilian to confront and eliminate all forms of workplace harassment.



JEFFREY A. SMITH
Major General, USA
Commanding