



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER
AND PRESIDIO OF MONTEREY
MONTEREY, CALIFORNIA 93944

JUL 23 2010

ATFL-CMDT

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy on Anti-Harassment

1. References:

a. Title 29, Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.

b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

c. AR 600-20, Army Command Policy, 18 March 2008.

2. Purpose: The purpose of this policy is to state the Defense Language Institute Foreign Language Center (DLIFLC) and Presidio of Monterey's (POM) commitment to maintaining an environment free from workplace harassment.

3. Applicability: This policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of DLIFLC and POM, to include applicants for employment and former employees.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, IMWE-POM-EEO, at (831) 242-5105. This policy supersedes the previous policy letter on this subject, dated 06 December 2008.

5. I expect all members of DLIFLC and POM workforce to treat one another with respect and dignity. I hold supervisors responsible for maintaining a workplace environment which supports the principles of dignity and mutual respect, and is free from harassment. Workplace harassment can be based on race, color, religion, sex (including sexual harassment), national origin, age (40+), disability (mental and/or physical), or reprisal. Unacceptable conduct which contributes to workplace harassment will not be tolerated.

6. Allegations of harassment (including sexual harassment) will be taken seriously and investigated promptly. Individuals are encouraged to contact their supervisor to resolve issues of harassment at the lowest possible level or contact the Equal Employment Opportunity Office at (831) 242-5105.

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7. All retaliatory conduct is prohibited. Retaliation/reprisal refers to prohibited acts of retaliation against those who file EEO complaints, or who otherwise participate in the EEO processes. Acts of reprisal are prohibited by 29 C.F.R. §1614.101(b).

8. I expect each member of DLIFLC and POM's workforce to support this anti-harassment policy. I particularly charge supervisors with maintaining an environment free of workplace harassment and thoroughly investigating all allegations of harassment brought to them.

9. This policy will be brought to the attention of all DLIFLC and POM personnel and a copy of this memorandum will be posted on the EEO website and on all official bulletin boards in compliance with 29 C.F.R. §1614.102(b)(6).



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COL, MI
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