



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH ARMY
UNIT #15236
APO AP 96271-5236

EACG (600)

20 September 2024

MEMORANDUM FOR All Eighth Army Personnel

SUBJECT: Eighth Army Command Policy Letter #10, Prevention of Unlawful Harassment in the Workplace

1. Reference: Army Regulation 690-12, Equal Employment Opportunity, and Diversity, dated 12 December 2019.

2. Purpose. To establish policy for the prevention of unlawful harassment in the workplace.

3. Discussion

a. I am committed to providing a workplace free from unlawful harassment. Unlawful harassment includes, but is not limited to, unwelcome conduct, intimidation, ridicule, insult, offensive comments or jokes, or physical conduct based on race, color, religion, sex, national origin, age (over 40), disability, genetic information, or reprisal when an employee's acceptance or rejection of such conduct forms the basis for a tangible employment action affecting the employee, or the conduct is sufficiently severe or pervasive as to alter the terms, conditions, or privileges of the employee's employment or otherwise create a hostile or abusive work environment.

b. Employees must report harassing behavior immediately to their supervisors. Supervisors must take prompt corrective action, including discipline, as appropriate, in consultation with the Staff Judge Advocate and the Directorate of Human Resources Management.

c. I expect all personnel to familiarize themselves with the Army's anti-harassment policy contained in AR 690-12, and to attend in-person mandatory Equal Employment Opportunity (EEO) training once every fiscal year.

4. Proponent. The proponent for this policy is the EEO Office at (DSN) 315-755-0320.

A handwritten signature in black ink, appearing to read "C. Laneve".

CHRISTOPHER C. LANEVE
Lieutenant General, USA
Commanding