



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON BENELUX  
UNIT 21419  
APO AE 09708-1419

IMCH-EE

MEMORANDUM FOR ALL PERSONNEL ASSIGNED TO THE U.S. ARMY GARRISON  
(USAG) BENELUX

**SUBJECT: *USAG Benelux Command Policy Letter 11, Prevention of Unlawful Harassment***

1. Harassment is misconduct and a prohibited personnel practice that undermines the integrity of employees, debilitates morale and interferes with work productivity. All employees have the right to a workplace free of harassment regardless of race, color, sex, religion, national origin, age, genetics or disability. 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.
2. Discrimination and harassment are unacceptable in the workplace. Every supervisor or Commander must prevent and promptly correct all harassing behaviors in the workplace. Supervisors are responsible for actively monitoring the work site to prevent harassment and assure a non-hostile work environment. All employees have a responsibility to report harassing behaviors by using the complaint process or otherwise reporting allegations of harassment to management officials. No employees or applicant for employment will be retaliated against for a filing a complaint or reporting behavior perceived as harassment.
3. Harassment of any kind is detrimental to accomplishing the USAG Benelux mission. This policy is reflective of my personal commitment to equal employment opportunity. I expect all management officials and employees to prevent such behaviors and to execute timely corrective action should they occur.
4. The proponent for this policy letter is the Equal Employment Opportunity Office, DSN 361-5057 / 5786.

SERGIO M. DICKERSON  
COL, CM  
Commanding