



DEPARTMENT OF THE ARMY
U.S. ARMY COMBAT CAPABILITIES DEVELOPMENT COMMAND
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FCDD-CG

DEVCOM PL 1-23-6
7 September 2023

MEMORANDUM FOR All U.S. Army Combat Capabilities Development Command Personnel

SUBJECT: DEVCOM Policy Letter - Command Policy on Anti-Harassment

1. References:

a. DA Policy Letter (Army Anti-Harassment Policy for the Workplace), 27 April 2011, http://www.asamra.army.mil/docs/POLICY_ANTI_HARASSMENT.pdf.

b. Army Regulation (AR) 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

c. AR 690-12 (Equal Employment Opportunity and Diversity), 12 December 2019, Appendix D, Department of the Army Anti-Harassment Policy Implementation Procedures.

2. The U.S. Army Combat Capabilities Development Command (DEVCOM) is committed to preventing and eliminating all types of workplace harassment based upon sex, race, color, religion, national origin, age, disability (physical/mental), genetic information, marital status, political affiliation, or parental status. Workplace harassment, including sexual harassment, is unacceptable conduct and will not be tolerated.

3. Although a single joke or act may not constitute actionable harassment under the law, such conduct is contrary to Army values. I expect every manager, supervisor, leader, and employee to share in this important responsibility by treating all forms of harassment seriously and resolving issues expeditiously. Retaliatory conduct and/or reprisal against any Civilian or Soldier who reports workplace harassment is prohibited.

4. Sexual harassment is defined in AR 600-20 and AR 690-600 as a form of gender discrimination that involves "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such an individual; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment." Individuals who are subjected to acts of sexual harassment have an obligation to make

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it clear that such behavior is unwelcome and offensive, and immediately report the incident through the appropriate supervisory channel. Civilian employees who have been subjected to sexual assault should contact local law enforcement immediately.

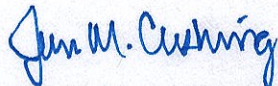
5. Supervisors and management officials who become aware of an allegation or who witness harassing conduct will contact their servicing legal office and immediately conduct a prompt, thorough, impartial and appropriate inquiry, even in the absence of a complaint. Refer to reference 1.c., Appendix D, Department of the Army Anti-Harassment Policy Implementation Procedures.

6. Filing a report under the Army Anti-Harassment Policy Implementing Procedures does not alleviate the requirements for filing EEO complaints, union grievances, or complaints in other forums and obtaining remedies available through these forums. Additionally, filing a report does not delay or waive time limits for initiating claims in these forums. All Army employees, both supervisory and non-supervisory, are responsible for completing the annual Anti-Harassment/No FEAR Act Training course in order to gain an understanding of the Army's anti-harassment policy, procedures, as well as their role in the complaint process.

7. We expect the commitment of each individual to establish and maintain a work environment free of harassment for all personnel, whether Civilian or Military, Active Duty, Guard or Reserve. The commitment of every Soldier and Civilian to prevent all forms of harassment will ensure that DEVCOM maintains the highest level of professional behavior and courtesy that marks DEVCOM commitment to excellence.

8. This policy letter supersedes DEVCOM PL 1-21-6, Command Policy on Anti-Harassment, dated 9 July 2021.

9. The proponent for this policy is the HQ DEVCOM Office of Diversity, Equity and Inclusion, FCDD-OD, commercial 410-306-1439 or DSN 458-1439.



JOHN M. CUSHING
Brigadier General, USA
Commanding