



DEPARTMENT OF THE ARMY
U. S. ARMY CORPS OF ENGINEERS, GREAT LAKES AND OHIO RIVER DIVISION
550 MAIN STREET
CINCINNATI, OH 45202-3222

CELRD-DE

27 September 2019

COMMANDER'S POLICY MEMORANDUM # 8

SUBJECT: Anti-Harassment Policy Statement

1. As Commander, Great Lakes and Ohio River Division (LRD), I am committed to achieving a work environment free from harassment and discrimination. All LRD personnel, military and civilian, will be treated with dignity and respect. Harassment, to include a hostile work environment, is a violation of Title VII of the Civil Rights Act of 1964.

2. Managers and supervisors must lead by example, set high standards, and be constantly aware of the conditions and interpersonal actions in the workplace. Any manager or supervisor, who becomes aware of possible harassing behavior, either through reports from employees or direct observation, must promptly investigate the matter. Proven incidents of improper conduct will be dealt with swiftly and appropriate corrective action will be taken.

3. Retaliation against an employee who raises an allegation of harassment or provides information relating to incidents of possible harassment is strictly prohibited. Retaliation refers to prohibited acts against individuals who file RRO complaints, or who otherwise participate in the EEO processes as representatives, witnesses, investigators, counselors, or program officials.

4. Any individual who believes they have been harassed or who witness harassment are encouraged to take immediate action to stop the behavior. Employees should promptly report incidents of harassment to their supervisor or someone in the chain of command. All employees must conduct themselves in a professional manner and refrain from engaging in conduct that is hostile or offensive in the workplace, disrupts the workplace or affects the efficiency of the federal service.

7. We all share in the responsibility to create a professional work environment. I am personally committed to maintaining a workplace free from harassment. I fully expect all personnel, civilian and military, to support this policy and do their part in creating and maintain an environment that is positive and protects and preserves human dignity.

A handwritten signature in black ink, appearing to read "Robert F. Whittle, Jr.", is located above the printed name.

ROBERT F. WHITTLE, JR.
Major General, USA
Commanding