



SECRETARY OF THE ARMY  
WASHINGTON

07 MAR 2022

**MILITARY EQUAL OPPORTUNITY AND HARASSMENT PREVENTION AND  
RESPONSE POLICY**

I am committed to ensuring we provide military equal opportunity and fair treatment for all Soldiers and Family members without regard to race, color, religion, sex (to include pregnancy and gender identity), national origin, or sexual orientation, and that we provide an environment free of discrimination and any form of harassment to include hazing, bullying, online conduct, reprisal, retaliation, or other discriminatory harassment. The Military Equal Opportunity and Harassment Prevention and Response programs formulate, direct, and sustain a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness.

People are our greatest resource, and I depend on my leadership team to create an environment where everyone is treated with dignity and respect. I expect leaders to build and maintain cohesive Army teams focused and determined to accomplish their missions; foster and maintain positive command climates; and to resolve complaints of discrimination and harassment at the lowest possible level.

Military equal opportunity and harassment prevention and response is a leadership issue, based on fair, equal treatment and respect for all. The Army's policy is clear and simple—no form of discrimination or harassment will be condoned. Personnel engaging in such actions will be subject to disciplinary action, as will those who knowingly make false allegations.

Any Soldier who believes they or his or her Family has been subjected to discrimination or harassment should contact their local Military Equal Opportunity office.

I am committed to the Military Equal Opportunity and Harassment Prevention and Response programs, and I expect the same commitment from our leaders and Soldiers. Together, we can make the Army the best place to work in the Department of Defense. To make this vision a reality, each of us must contribute to sustaining a climate and culture where all members of the team feel valued, included, and free to contribute to the Army's mission.

A handwritten signature in black ink, reading "Christine E. Wormuth".

Christine E. Wormuth



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**ARMY HARASSMENT PREVENTION AND RESPONSE POLICY**

As Secretary of the Army, I am committed to providing a workplace that is free from all forms of harassment and where individuals are treated with dignity and respect. Harassment jeopardizes readiness and mission accomplishment, weakens trust among colleagues, and erodes organizational cohesion.

Harassment prohibited by this policy includes, but is not limited to, unwelcome conduct, intimidation, ridicule, insult, offensive comments or jokes, or physical contact that is based on race, color, national origin, religion, sex (including pregnancy and gender identity), or sexual orientation, and also includes hazing, bullying, and other acts of misconduct.

It is the responsibility of all employees to report claims of harassment immediately to any of the following: management officials or supervisors, the Inspector General (IG), Equal Employment Opportunity office, union officials, Chaplains, or their respective command civilian personnel officials, as applicable. Employees who witness or become aware of harassing conduct directed at another employee should also report the matter to the management officials of the offending employee. The Department of the Army makes every effort to ensure that reports of harassment are confidential to the fullest extent possible. Individuals who report harassing conduct, participate in investigations, or take any other actions under this policy must not be subjected to retaliation.

Upon receipt of such reports, management officials (such as the supervisor or commander) in consultation with the servicing legal advisor, will ensure the allegations are investigated or referred to the IG for investigation, as appropriate. After the investigation, the supervisor or commander will initiate appropriate corrective or disciplinary action, if warranted. Management officials have a duty to carry out their responsibilities under this policy, and failure to do so may result in disciplinary action.

I expect our leaders and employees to support the Army's commitment to building and maintaining trust in our organizations. Together, we will cultivate an environment that is free of harassment, where every Department of the Army employee feels welcomed, valued, included, and motivated to achieve mission success.

A handwritten signature in black ink, reading "Christine E. Wormuth".

Christine E. Wormuth