



DEPARTMENT OF THE ARMY
U.S. ARMY COMBAT CAPABILITIES DEVELOPMENT COMMAND
ARMY RESEARCH LABORATORY
2800 POWDER MILL ROAD
ADELPHI, MARYLAND 20783-1138

JAN 07 2022

FCDD-RLL-E

MEMORANDUM FOR ALL U.S. Army Combat Capabilities Development Command
Army Research Laboratory Soldiers and Civilians

SUBJECT: U.S. Army Combat Capabilities Development Command Army Research
Laboratory Employees Anti-Harassment Policy

1. The U.S. Army Combat Capabilities Development Command (DEVCOM) U.S. Army Research Laboratory (ARL) is strongly committed to ensuring no form of harassment exists. Harassment violates our ethical and moral standards and interferes with the effectiveness of the workforce. The DEVCOM ARL is dedicated to eliminating all types of workplace harassment, including sexual harassment. Workplace harassment is unacceptable conduct and will not be tolerated.
2. Harassment is defined as unwelcome conduct (verbal, physical, psychological, or visual) that a reasonable person would find offensive, hostile or abusive. Harassing conduct includes but is not limited to: bullying; ridicule; physical assaults or threats; offensive jokes; slurs or epithets; name-calling; graphic materials; displaying objects; or written comments that are offensive to, or show hostility toward an individual or group. The treatment may alter the conditions of an individual's employment either by culminating in a tangible employment action or by being sufficiently severe or pervasive enough to create a hostile work environment. Offenders can be managers, supervisors (including a person in a command position), co-workers, and non-employees such as contractors.
3. Harassment can be a form of employment discrimination that violates Equal Employment Opportunity (EEO) laws, regulations and statutes. It is a violation of federal law when harassment is based on a protected status such as race, color, religion, sex, national origin, age, disability or genetic information. Harassment of individuals in retaliation for filing a discrimination complaint, testifying at a hearing, or opposing practices they believe discriminate against individuals also violates federal law.
4. Harassment of individuals because of their sexual orientation, marital status, or political affiliation is also prohibited. To be unlawful, the conduct must be severe and pervasive to the extent that the individual's working conditions have been adversely impacted. However, the behavior does not have to rise to such levels before it violates ARL policy.

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5. Supervisors should clearly communicate to employees that unwelcome harassing conduct will not be tolerated. Any supervisor or manager who receives an allegation of, or witnesses, harassing conduct shall immediately take actions to stop and prevent any such behavior.

6. All employees have a right to work in an environment free of harassment and discrimination and are encouraged to report all incidents without fear of reprisal. Any employee who believes he or she is being harassed or witnesses harassing conduct should promptly report the incident through the appropriate supervisory chain without fear of retaliation. Reports should be directed to any person in the supervisory chain, the ARL EEO Office or the Chief, or the Human Resources Office, Ms. C. Renee Bittner.

7. I expect the commitment of each individual to establish and maintain a work environment free of harassment for all personnel, whether civilian or military. This will help to ensure the highest professional behavior and courtesy that reinforces ARL's commitment to excellence.

8. The proponent for this policy is the ARL EEO Office, and they can be reached at (301) 394-3336 to address any questions concerning this policy.



PATRICK J. BAKER
Director