



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY JOINT MUNITIONS COMMAND
2695 RODMAN AVENUE
ROCK ISLAND, IL 61299-6000

JUN 30 2023

AMJM-EE


*CPM 690-12

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum - Anti-Harassment

1. The U.S. Army Joint Munitions Command (JMC) is committed to preventing and eliminating all types of workplace harassment based upon race, religion, color, sex, national origin, age, disability, genetic information, reprisal or other impermissible basis. Workplace harassment, including sexual harassment, is unacceptable conduct and will not be tolerated.
2. Harassment is defined as offensive behavior that adversely affects conditions of employment or behavior that results in a tangible employment action and/or is considered severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for participating in Title VII activity.
3. The JMC leaders at all levels will support this policy and ensure all employees under their authority understand there is no tolerance for harassment. Leaders must monitor their respective work site to ensure the environment is harassment-free.
4. We expect the commitment of all employees to take the responsibility to report harassing behaviors by using the complaint process or reporting allegations of harassment to management officials. All management officials have a responsibility to prevent and promptly take corrective action on any harassment observed or reported to them, including appropriate disciplinary action, when the situation so requires.
5. The point of contact is Mr. Stoney L. Ross, AMJM-EE, 309-782-8557, DSN 793-8557, stoney.l.ross.civ@army.mil.

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RONNIE D. ANDERSON JR
Colonel, LG
Commanding

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*This document supersedes CG Policy 690-12, 12 August 2022.