



DEPARTMENT OF THE ARMY  
U.S. ARMY AVIATION AND MISSILE COMMAND  
5300 MARTIN ROAD  
REDSTONE ARSENAL, AL 35898-5000

AMAM-EEO

CPM 690-012

28 AUG 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum – U.S. Army Aviation and Missile Command  
Harassment Prevention and Response Policy

1. References.

a. Department of Defense Instruction (DoDI) 1020.04 (Harassment Prevention and Responses for DoD Civilian Employees)

b. Army Regulation 690-12 (Equal Employment Opportunity and Diversity),  
Appendix D

c. Army Regulation 600-20 (Army Command Policy)

d. Title 29, Code of Federal Regulations

2. Purpose. The purpose of this policy is to state the commitment of the U.S. Army Aviation and Missile Command (AMCOM) to maintaining an environment free from all forms of harassment and where individuals are treated with dignity and respect. Unlawful harassment 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, age (over 40), disability, genetic information, reprisal, sex (including pregnancy and gender identity) or sexual orientation and includes hazing, bullying and other acts of misconduct.

3. Applicability. This policy is applicable to all AMCOM personnel to include Depots and separate reporting activities.

4. Policy. I expect all members within AMCOM to treat one another with respect and dignity. Supervisors are responsible for creating and maintaining an environment that supports the principles of human dignity and mutual respect and an environment that is free from harassment. Unacceptable conduct which contributes to workplace harassment will not be tolerated. This is vital to the Army's mission of providing an environment free of all types of harassment.

a. Reports of harassment (sexual and non-sexual) will be taken seriously and investigated promptly. Upon receipt of such reports, management officials (such as the supervisor or commander), in consultation with the servicing legal advisor, will ensure

inquiries are conducted. After sufficient inquiry, the supervisor or commander will initiate appropriate corrective or disciplinary action, if warranted. Management officials have a duty to promptly carry out their responsibilities under this policy and failure to do so may result in disciplinary action.

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

c. Employees should immediately contact their immediate supervisor, the supervisor of the harasser or any other management official in the chain of command to resolve issues of harassment at the lowest possible level. The employee may also report the matter to other officials, including, the Inspector General, Equal Employment Office (EEO) or Civilian Personnel Advisory Center Labor Management Employee Relations personnel, union officials or chaplains. If using an alternative option to report harassing conduct, the employee should give the official permission to notify the employee's supervisory or management chain.

d. A supervisor or management official who receives notice of an allegation or witnesses harassing conduct will contact the servicing Legal office within one business day for consultation and guidance, conduct a prompt, thorough and impartial inquiry into the report of harassment, even in the absence of a complaint and document efforts to address and resolve the matters at issue.

e. Legal will help the organization determine the scope of the inquiry and whether the inquiry is to be conducted by an official from within or outside the chain of command.

5. In accordance with reference d, Part 1614.101(b), all retaliatory conduct is prohibited, to include actions against those who report harassment, file EEO complaints or otherwise participate in EEO processes (i.e., representatives, witnesses, investigators, collateral duty counselors or program officials and EEO practitioners).

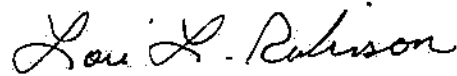
6. Directorate Leaders will ensure that this policy is brought to the attention of all personnel.

7. This policy supersedes CPM 690-012, dated 31 October 2023 and is in effect upon receipt until superseded or rescinded. The Command will take corrective action on any violation of this policy.

AMAM-EO (RN 100)

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8. The proponent for this policy is the AMCOM Equal Employment Office at  
(256) 955-7040 or DSN 955-7040.



LORI L. ROBINSON  
Major General, USA  
Commanding

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