



DEPARTMENT OF THE ARMY
UNITED STATES ARMY FUTURES COMMAND
210 W. 7TH STREET
AUSTIN, TEXAS 78701-2903

FCCG

28 June 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Futures Command Anti-Harassment Policy

1. References:

- a. Army Regulation (AR) 690-12, (Equal Employment Opportunity and Diversity)
- b. AR 690-600, (Equal Employment Opportunity Discrimination Complaints)
- c. AR 600-20, (Army Command Policy)
- d. DoD Instruction 1020.04, (Harassment Prevention and Responses for DoD Civilian Employees)

2. Applicability. This policy is applicable to all civilian and military personnel assigned to and/or under the operational control of U.S. Army Futures Command.

3. POLICY.

- a. The U.S. Army Futures Command (AFC) is committed to preventing and eliminating all types of workplace harassment based upon sex, race, color, religion, national origin, age, disability (physical/mental), genetic information, marital status, political affiliation, or parental status. Workplace harassment, including sexual harassment, is unacceptable conduct and will not be tolerated.
- b. Although a single joke or act may not constitute actionable harassment under the law, such conduct is contrary to Army values. I expect every manager, supervisor, leader, and employee to share in this important responsibility by treating all forms of harassment seriously and resolving issues expeditiously. Retaliatory conduct and/or reprisal against any Civilian or Soldier who reports workplace harassment is prohibited.
- c. Sexual harassment is defined in AR 600-20 and AR 690-600 as a form of gender discrimination that involves "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such an individual; or (c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance

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or creating an intimidating, hostile, or offensive work environment." Individuals who are subjected to acts of sexual harassment have an obligation to make it clear that such behavior is unwelcome and offensive, and immediately report the incident through the appropriate supervisory channel. Civilian employees who have been subjected to sexual assault should contact local law enforcement immediately.

d. Supervisors and management officials who become aware of an allegation or who witness harassing conduct will contact their servicing legal office within 1 business day for guidance on the appropriate type of inquiry and response necessary to promptly address and resolve the matters at issue. Refer to reference 1.c., Appendix D, Department of the Army Anti-Harassment Policy Implementation Procedures.

e. Filing a report under the Army Anti-Harassment Policy Implementing Procedures does not alleviate the requirements for filing EEO complaints, union grievances, or complaints in other forums and obtaining remedies available through these forums. Additionally, filing a report does not delay or waive time limits for initiating claims in these forums. All Army employees, both supervisory and non-supervisory, are responsible for completing the annual Anti-Harassment/No FEAR Act Training course in order to gain an understanding of the Army's anti-harassment policy, procedures, as well as their role in the complaint process.

f. We expect the commitment of each individual to establish and maintain a work environment free of harassment for all personnel, whether Civilian or Military, Active Duty, Guard or Reserve. The commitment of every Soldier and Civilian to prevent all forms of harassment will ensure that AFC maintains the highest level of professional behavior and courtesy that marks AFC commitment to excellence.

4. Labor Relations Obligations: Management officials and supervisors will fulfill all statutory and contractual labor relations obligations in the implementation of this policy. Where there is a conflict, existing collective bargaining agreements will take precedence over this policy until such time that conflicting labor relations issues have been resolved.

5. Post a copy of this policy within the Command on unit bulletin boards and in work areas, and otherwise make the policy available to all AFC personnel.

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6. The point of contact for this memorandum is the Office of Equity and Inclusion, COMM 512-726-4127 or DSN 322-4127, usarmy.austin-tx.futures-cmd.mbx.diversity-eeo@army.mil.



JAMES E. RAINEY
General, USA
Commanding

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