



DEPARTMENT OF THE ARMY  
MOBILE DISTRICT, CORPS OF ENGINEERS  
P.O. BOX 2288  
MOBILE, ALABAMA 36628-0001

REPLY TO  
ATTENTION OF:

CESAM-EE

27 OCT 2005

MEMORANDUM FOR Distribution C

SUBJECT: Policy Statement on Unlawful Harassment  
No. 13-04

1. As the District Engineer, I am committed to ensuring a workplace environment free from unlawful harassment. Whether it is racial or sexual harassment or harassment based on an individual's personal characteristics, harassing behavior is counterproductive and will not be tolerated within the Mobile District.
2. Harassment in the workplace violates federal law whether the discriminatory treatment is based on sex (whether or not of a sexual nature), race, color, religion, national origin, age of 40 or older, disability, or protected activity under the anti-discrimination statutes. Offensive conduct constitutes harassment if it alters the conditions of the victim's employment either by culminating in a tangible employment action or by being sufficiently severe or pervasive to create a hostile work environment.
3. Employees are responsible for treating each other with respect. Managers and supervisors are responsible for exhibiting appropriate workplace behavior, and for dealing with situations of harassment immediately on becoming aware of them.
4. Individuals who feel they are subjected to harassment by co-workers, supervisors, or managers should make it clear such behavior is offensive and report it through appropriate supervisory channels or through the District's Equal Employment (EE) Office. No employee or applicant for employment will be retaliated against for filing a complaint or reporting harassment.
5. Harassment of any kind is detrimental to the accomplishment of the District's mission and to the morale of team members. I expect each member of the Mobile District team to support this policy; thereby, maintaining a high level of professionalism and courtesy that reiterates the District's commitment to treating all individuals (including contract employees) with dignity and respect at all times.

  
PETER F. TAYLOR, JR.  
Colonel, Corps of Engineers  
Commanding