



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT DRUM
10000 10TH MOUNTAIN DIVISION DRIVE
FORT DRUM, NEW YORK 13602-5046

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JOINT STATEMENT ON WORKPLACE THREATS AND VIOLENCE
Fort Drum Labor/Management Partnership Council

We believe that every employee at every level at Fort Drum should be treated with dignity and respect at all times. You have great value as a person. You are critical to the support and mission of the 10th Mountain Division (Light Infantry) and Fort Drum. Consequently, you should not tolerate abusive or intolerant treatment by anyone or of anyone working in support of our mission.

Regrettably, employees sometimes find themselves in abusive and intolerant situations. We believe that simply being aware is not enough. We will not tolerate behavior that disrupts the workplace as defined in 10th Mountain Division (Light Infantry) and Fort Drum Regulation 690-31. It is the responsibility of every employee to remain vigilant and identify instances of workplace violence when they occur and then report or take immediate action to stop such conduct and prevent its reoccurrence in our workplace.

There is no excuse for:

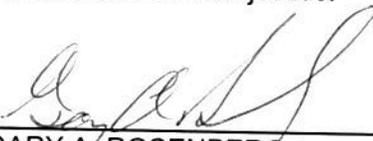
- Violence or threats of violence by anyone at any level.
- Harassment, intimidation, threats, or bullying.
- Behavior that is intended to cause harm to others and/or property.

Specifically, we support the following definitions:

- Harassment is a pattern of behavior that annoys or impedes another individual.
- Intimidation is behavior that makes another individual fearful or apprehensive, or that causes one to act in a certain manner out of fear or apprehension.
- Bullying is behavior that is habitually cruel or browbeating in nature, especially when directed toward people who are perceived as being "weaker" or "different."

We commit to a workplace where dignity and respect are recognized as basic human rights and where behavior that violates these rights is not be tolerated. Suspected violations of this policy will be immediately investigated and may result in disciplinary action.

Our intent is to ensure that Fort Drum remains a safe, harmonious, and productive workplace. We pledge our efforts toward this objective.


GARY A. ROSENBERG
Colonel, SF
Garrison Commander


MICHAEL MCKINNON
Co-Chair, Garrison Labor-Management
Partnership Council


JEFFREY W. ZUHLKE
Co-Chair Garrison Labor-Management
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Distribution:
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