



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND PACIFIC
HEADQUARTERS, UNITED STATES ARMY GARRISON HUMPHREYS
UNIT #15228
APO AP 96271-5228

OCT 11 2017

IMHM-EE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #14, Equal Employment Opportunity (EEO)

1. References.

- a. 29 CFR 1614.102, Agency Program, 25 July 2012.
- b. Equal Employment Opportunity Management Directive 110 (EEO MD-110), 5 August 2015.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- d. AR 690-12, Equal Employment Opportunity and Diversity, 22 December 2016.

2. Background. We are fully committed to the EEO principles. We expect each leader, manager, and supervisor to be as committed as I am to the Army's vision of becoming a "model employer with a diverse workforce founded upon equality of opportunity." We want all leaders to comply with federal laws and Department of Army regulations prohibiting unlawful discrimination in the work place, and to assist me in ensuring that equal opportunity in employment remains the standard throughout the United States Army Garrison Humphreys area of responsibility.

3. Intent. Equal opportunity and an environment free from unlawful discrimination and harassment are essential to the fulfillment of our mission requirements, and it ensures all civilian employees are afforded the opportunity to achieve their full potential. Our mission can only be accomplished in an environment of mutual respect, dignity, and fair treatment. In order to foster this environment, leaders must ensure that employment decisions are based solely on merit system principles.

4. Definitions. We must provide opportunities based on merit, to each civilian employee, former employee, or applicant for employment, without regard to race, color, sex (including pregnancy, sexual harassment, gender identity, and sexual orientation), national origin, age (40 and over), reprisal (for prior EEO activity), religion, disability (physical or mental), and genetic information {Genetic Information Nondiscrimination Act (GINA)}. It is the policy of this command to provide equal employment for all employees, as well as applicants, for employment.

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5. Policy. Unlawful discriminatory factors or practices must not enter the decision making process for job selection, work assignment, awards, training, or discipline.
6. Requirement. Leaders, managers, and supervisors are responsible for ensuring all civilian employees complete annual mandatory Equal Employment Opportunity training.
7. POC is the EEO Manager at 753-6482.



SCOTT W. MUELLER
COL, AR
Commanding

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