DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT HOOD
BUILDING 1001 ROOM W321
FORT HOOD, TEXAS 76544-5000

IMWE-HOD-EEO

OCT 2 6 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U. S. Garrison Policy Memorandum #2 - Equal Employment Opportunity (EEO)

1. RERERENCES.

a. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.

b. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, dated 9 February 2004.

c. U. S. Army Installation Management Command Policy #2 – Equal Employment Opportunity (EEO)

2. PURPOSE. To establish the Garrison Commander's policy on Equal Employment Opportunity.

3. APPLICABILITY. This policy applies to all civilian and military personnel assigned to and/or under the operational control of the Fort Hood U. S. Army Garrison.

4. POLICY.

a. The United States Government and Department of the Army guidance and principle objective of this command is to provide equality of opportunity in employment matters without regard to race, color, religion, gender, national origin, age, physical or mental disability, and/or reprisal. I fully endorse this policy and am personally committed to provide a workplace environment where employees are free from discrimination and are judged solely on the basis of merit and ability.

b. Equal employment opportunity success occurs when actively supported through the personal involvement of individuals at all levels, and has a direct, positive effect on mission performance, professional growth, morale, and recruitment of qualified applicants. Equality, fairness, and diversity are key ingredients in adhering to this policy. Responsibility and accountability for EEO are integral to effective leadership. I

am placing paramount emphasis on the importance of attracting, recruiting, developing, and retaining qualified personnel that represent America's talent and our nation.

c. Supervisors and managers (military and civilian) must demonstrate the same dedication and involvement in achieving the command's EEO goals as they have displayed in accomplishing other missions and objectives. Adherence to the principles of EEO exemplifies prudent leadership and is the right thing to do. Each manager and supervisor will be held accountable for the EEO Program's success. I expect performance evaluations of both military and civilian leaders to reflect the level of success in compliance with this policy.

d. Individuals who perceive they are victims of discrimination, including sexual harassment, should report these incidents to an EEO official within 45 calendar days. Complaints of discrimination will receive immediate attention and will be investigated in accordance with Army Regulations 690-12 and 690-600.

5. PROPONENT. The Fort Hood Equal Employment Opportunity Office is the proponent for this policy. Point of contact is the EEO Manager at commercial (254) 287-3602.

6. EXPIRATION. This policy memorandum supersedes previous policy issued by the Garrison Commander and will remain in effect until superseded or rescinded.

WILLIAM V. HILL III
COL, AR
Commanding

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