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

REPLY TO
ATTENTION OF

IMWE-HOD-EEO

OCT 2 6 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U. S. Army Garrison Policy Memorandum #4 – Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. REFERENCES.

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

b. Memorandum, Office of the Assistant Secretary, Manpower and Reserve Affairs, November 10, 2004, subject as above.

c. Memorandum, Installation Management Agency, February 11, 2005, subject as above.

2. **PURPOSE.** To establish the Garrison Commander's policy on retaliation for engaging in protected EEO activity.

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.

a. Several findings of discrimination against the Department of the Army, relative to discrimination based on reprisal or retaliation against individuals who participated in protected EEO activities have recently occurred.

b. The Equal Employment Opportunity Commission rules and regulations clearly state that no person will be subjected to retaliation for opposing any practice made unlawful by Title VII of the Civilian Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act or the Rehabilitation Act, or for participating in any stage of the administrative or judicial proceeding under these statues.

c. Retaliation against those who seek relief from discrimination undermines the EEO process and discourages employees from addressing unlawful acts. I expect an allegation of reprisal to be treated at all levels with the seriousness it deserves. Supervisors and managers will ensure that leaders are aware of their responsibility to

remain professional in all dealings with employees and ensure that their actions are not improperly motivated.

d. Supervisors and managers must continue to manage and not be intimated by the protected activities; however, they must also be sensitive as to how their actions will be perceived. I encourage each of you to contact your supervisory chain, the EEO Office, or legal for assistance if being harassed.

e. Supervisors and managers will act promptly to investigate and resolve reports of retaliation. If inappropriate conduct is found to have occurred, the supervisor will take appropriate corrective and disciplinary action. Disciplinary action will also be taken against supervisors who have not carried out their responsibilities under this policy.

4. **PROPONENT.** The Fort Hood EEO Office is the proponent for this policy. Point of contact is the EEO Officer at commercial (254) 287-1245.

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

William V. Hill

WILLIAM V. HILL, III
COL, AR
Commanding

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