



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON RED CLOUD AND AREA I
UNIT # 15707
APO AP 96258-5707

REPLY TO
ATTENTION OF:

POLICY LETTER #1-7

IMRD-ZA

03 NOV. 2014.

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Employment Opportunity (EEO) and Affirmative Employment

1. Reference:

- a. Title VII of the Civil Rights Act of 1964, as amended in 1991.
- b. Department of Defense (DoD) Directive 1440.1, The DoD EEO Program, 21 May 1997, updated 21 November 2003.
- c. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
- d. Title 29, Code of Federal Regulation, part 1614, Federal Sector Equal Employment Opportunity, 9 November 1999.
- e. Equal Employment Opportunity Commission, Management Directive 715, Model Agency Title VII and Rehabilitation Act Programs, Part II.A., 1 October 2003.
- f. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. The Army continues to provide opportunities for expansion and improvement. It is incumbent on our leadership to manage these transitions for organizational efficiency. It also requires effective management of our most valuable resources: our Soldiers and Civilians.

3. The EEO guidelines provide structure for the Command to promote and sustain a positive work environment for our diverse workforce. To assure implementation of a viable Affirmative Employment Program (AEP), I encourage each director, manager, and supervisor to maintain a continuing affirmative program to promote equal opportunity; identify and eliminate discriminatory practices and policies; and endorse EEO principles with regard to recruitment, hiring, promotion, award recognition, and training opportunities afforded to employees.

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4. It is the Army's policy to provide equal opportunity in employment for all persons; prohibit employment discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age (40+), disability (mental/physical), or genetic information, and/or reprisal; and to promote the full realization of EEO through AEP. Any form of discrimination is unlawful and interferes with mission accomplishment. I challenge leadership at all levels to provide the fundamental guidance and dedication in support of EEO goals and objectives.

5. Under the provision of Title VII and 29 CFR Part 1614, this policy must be displayed on all official bulletin boards.

6. Proponent for this policy is the USAG Red Cloud and Area I EEO Office, at 732-6273.



JOHN W. HAEFNER
COL, EN
Commanding

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