



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS
1741 MARSHALL ROAD
FORT BLISS, TX 79916

AMIM-BLG-ZA (690-12a)

OCT 05 2023

POLICY MEMORANDUM #7

SUBJECT: Command Policy on Diversity

1. References:

- a. Title VII of the Civil Rights Act of 1964, as amended.
- b. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 09 February 2004.
- c. Department of Defense (DoD) Directive 1020.02E, Diversity Management and Equal Opportunity in the Department of Defense, 01 June 2018.
- d. AR 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.
- e. Secretary of the Army, Equal Employment Opportunity Policy and Anti-Harassment Prevention Policy for the Workplace, 30 March 2020.
- f. AR 600-20, Army Command Policy, 24 July 2020.
- g. Code of Federal Regulations (CFR) 29, Part 1614, 31 May 2023.

2. Purpose. To Support the United States Army Garrison (USAG), Fort Bliss Integrated Priority List (IPL) Line of Effort (LOE) 1: Soldier, Civilian, and Family Readiness.

3. Applicability. This policy applies to all USAG Fort Bliss personnel.

4. Policy. As the Fort Bliss Garrison Commander (GC), I am personally committed to amplifying an environment of diversity for Appropriated Fund (APF) and Nonappropriated Fund (NAF) employees and applicants for employment. We must create a diverse workforce and nurture it so that all employees regardless of their race, color, sex, sexual orientation, gender identity, religion, national origin, age, disability, marital status, political affiliation, parental status, or genetic predisposition will work together to diligently achieve mission readiness.

5. Diversity is defined as the different characteristics and attributes of individuals. Fort Bliss will make a conscious effort to blend the makeup of our employees with the ultimate goal of a highly diverse workforce. Once diversity is embraced, the Fort Bliss

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culture will value inclusion of all Fort Bliss personnel, which will remove barriers that lead to discriminatory practices and bring new ideas and capabilities to the workforce.

6. Commanders, managers, supervisors, and employees must understand and identify with the importance of diversity by implementing and adhering to all equal employment regulations, policies, practices and procedures. Nothing better captures our seven (7) core values of loyalty, duty, respect, self-less service, honor, integrity, and personal courage than having an inclusive workplace characterized by equality and commitment.

7. This policy is effective upon signature and remains in effect until superseded or rescinded. A copy of this policy will be posted on all official bulletin boards and official websites and made available upon request.

8. The point of contact for this policy is the USAG Fort Bliss EEO Office at (915) 568-3510.



BRENDAN R. GALLAGHER
COL, IN
Commanding