



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS
11685 SERGEANT MAJOR BOULEVARD
FORT BLISS, TX 79918

AMIM-BLG-ZA (690-12a)

POLICY MEMORANDUM #6

SUBJECT: Equal Employment Opportunity (EEO), Anti-Harassment, and No Fear Act Training for Civilian Employees and Their Supervisors

1. References:

- a. Secretary of the Army, Equal Employment Opportunity Policy and Anti-Harassment Prevention Policy for the Workplace, 30 March 2020.
- b. Army Regulation (AR) 690-12, Civilian Personnel Equal Employment Opportunity Programs, Appendix D, 6 February 2025.
- c. AR 350-1, Army Training and Leader Development, Appendix F-2, Table C-1, 01 June 2025.

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 USAG Fort Bliss Civilian personnel and Soldiers that supervise Civilian personnel.

4. Policy. This command fully endorses the Department of the Army (DA) policy on EEO, Anti-Harassment Training. The Army is committed to ensuring a workplace environment free from discrimination and harassment, including sexual harassment and sexual assault.

5. As directed in reference 1.c., all Civilian employees (supervisors and non-supervisors) are responsible for completing the mandatory annual EEO Anti-Harassment No Fear Act Training Course to gain an understanding of the Army's anti-harassment policy and their role in the complaint process. The Anti-Harassment No Fear Act training applies to Civilian employees and Soldiers that supervise Civilian employees.

6. There are two (2) training modules: one (1) applicable to all Civilian employees and one (1) tailored to supervisors (including Soldiers who supervise Civilians). Supervisors need only complete the supervisory training module and do not need to take both. Both modules are available through the Army Training Resource and Requirements System (ATRRS) at <https://www.atrrs.army.mil>. The training is updated annually and must be completed annually. Garrison Directorates may conduct in-person training using these

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modules, or individual employees and supervisors may complete the training online. Garrison personnel must complete the mandatory Army EEO, Anti-Harassment, and No Fear Act training and provide their first line supervisor with their certificate of completion. Directors will report the number of employees trained to the Fort Bliss EEO Office.

7. It is important that both our policies and subsequent training reflect a clear and consistent Army-wide message. Accordingly, any in-person training or supplemental training conducted by Garrison Command personnel shall not deviate from the policies promulgated by the Secretary of the Army and from the language and concepts contained in these two (2) training modules. If the course is offered offline, face to face, or in a classroom setting, the instructor/training personnel will be federal personnel (Civilian or military) who are identified and authorized by the EEO Director.

8. 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.

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

//Original Signed//
MICHAEL V. SOYKA
COL, AR
Commanding