



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON, FORT CAVAZOS
1001 761ST TANK BATTALION AVENUE
FORT CAVAZOS, TEXAS 76544-5002

AMIM-CAG-EE (600B)

24 JUL 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 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. US Army Installation Management Command Policy #6 - Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity.

2. APPLICABILITY. This policy is applicable to all civilian and military personnel assigned to and/or under the operational control of the U.S. Army Garrison Fort Cavazos.

3. POLICY.

a. This command fully supports the laws which prohibit retaliation against an individual who has engaged in EEO protected activities. Protected activities include opposing a practice made unlawful by one of the employment discrimination statutes, filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under the applicable statutes.

b. Supervisors and Managers must perform their duties without differentiating between employees who have engaged in protected activities and other subordinates. Individuals who oppose employment practices they reasonably believe to be unlawful, help us enforce the anti-discrimination statutes. Although these individuals remain subject to appropriate supervision (including performance or disciplinary actions when necessary), Supervisor must ensure their actions are not motivated by or misperceived as a reaction to protected activities.

c. Retaliation against those who seek relief from discrimination, if permitted to go unaddressed, would diminish the willingness of employees to speak out or participate in proceedings established to eliminate unlawful conduct. Everyone's support will ensure our effort to provide a workplace that does not discourage employees from exercising their rights. Your EEO, legal and personnel advisors are valuable assets who can aid in this area.

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4. The Fort Cavazos Equal Employment Opportunity Office is the proponent for this policy. The point of contact is the EEO Manager at (254) 287-3602.

5. EXPIRATION. This command policy memorandum supersedes all previous policy letters and will remain in effect until superseded or rescinded.



LAKICIA R. STOKES
Colonel, LG
Commanding

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IAW FORM 1853: A