



DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT DETRICK
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FORT DETRICK, MARYLAND 21702-5000

IMFD-EE

JUL 12 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum 1 - Equal Employment Opportunity (EEO) Policy Statement

1. I am fully committed and support the concept, policies, and objectives of the EEO Program. I hold each of my managers, supervisors, and employees responsible and accountable for complying with the letter and spirit of the laws and regulations that govern the policy of EEO.
2. I expect each of you to help promote and sustain a culture where all employees are valued and respected for who they are and their contributions to our mission. Together as a team, it is our responsibility to ensure all employees are selected, promoted, trained, and awarded solely on the basis of their experience, knowledge, skills, and abilities. We must diligently promote EEO and prohibit behaviors and practices that discriminate or create barriers for our employees.
3. Managers and supervisors must fully support this policy and ensure that all employment decisions, actions, and recommendations are based on equal employment principles. Any manager or supervisor who fosters an environment that allows discriminatory practices or harassment to exist will be subject to appropriate disciplinary action. EEO is the right of every employee (military and civilian) and is an integral part of our organizational priorities. Although managers and supervisors are directly responsible for leading the way in ensuring complete support of EEO, every employee plays an integral role in maintaining a discrimination free work environment that fosters dignity, respect, and professionalism among coworkers, colleagues, and customers.
4. Adherence to the principles of EEO provides all employees with a positive work environment. It is the policy of Fort Detrick to maintain a model workplace free from harassment and other forms of discrimination on the basis of race, color, national origin, religion, sex (including harassment of a sexual or non-sexual nature, pregnancy, gender identity, and sexual orientation), age, genetic information, or disability.
5. The EEO Programs is one of my major and continuing responsibilities. The policies regarding these programs must be vigorously pursued. I count on everyone to maintain an environment free of harassment or unlawful discrimination and remain dedicated to enforcing EEO program requirements.
6. The point of contact for this policy memorandum is the EEO Office at 301-619-4147.


DEXTER NUNNALLY
Colonel, SC
Commanding

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