



DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON  
307 CHAMBERLAIN AVENUE  
FORT GORDON, GEORGIA 30905-5000

IMGO-ZA

JUL 24 2018

MEMORANDUM FOR All Garrison Personnel

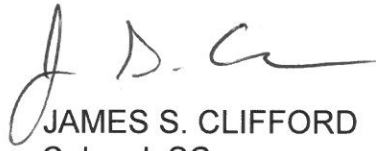
SUBJECT: Garrison Commander's Policy Memorandum No. 4 – Equal Employment Opportunity (EEO)

1. As the commander of the US Army Garrison at Fort Gordon, I am committed to the principles of Equal Employment Opportunities for all employees and applicants for employment. It is essential that all individuals receive fair and equitable consideration in all areas of personnel management based solely on their merit and ability. All personnel share in the responsibility to create and maintain an environment free from unlawful discrimination.
2. When an employee believes the principles of EEO law were violated in policy, procedures or practice, the employee is encouraged to consult with the EEO Office. Complaints of discrimination will be resolved fairly, expeditiously, and dispassionately at the lowest level possible in accordance with AR 690-600. Managers will participate in the mediation process as a means of resolving the problem. Reprisal or intimidation against those employees who exercise rights to seek resolution through the complaint process will not be tolerated. The commitment to EEO includes taking prompt remedial action to correct inappropriate behavior. An employee who believes he or she has been discriminated against on non-merit factors (such as sexual orientation, marital status, parental status or political affiliation) may file a complaint with the Office of Special Counsel and/or use the appropriate grievance procedures.
3. Our success in meeting established goals depends on our commitment to the Army's policy regarding equal employment opportunity and affirmative action. It is vital that we strive for the workforce that is representative of our nation's diversity that allows everyone an opportunity to work at their full potential. Achieving and maintaining an environment that ensures equality for all requires the personal attention of all commanders, managers, and supervisors. Continued support from senior leaders will ensure that together we succeed in meeting the dual mission of supporting the Warfighter and maintaining a dedicated workforce.
4. A copy of this memorandum will be posted on the EEO website and on all the primary bulletin boards.

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5. The proponent for this action is the Equal Employment Opportunity Office, (706) 791-4551.

A handwritten signature in black ink, appearing to read 'J. S. Clifford', with a long horizontal flourish extending to the right.

JAMES S. CLIFFORD  
Colonel, SC  
Commanding