



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 22 2020

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 04 – 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 Opportunity for all employees and applicants for employment. It is essential that all individuals receive fair and equitable consideration in every area of personnel management based solely upon 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 he or she has been treated differently based on age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion or reprisal and when an individual 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. Managers will participate in the mediation process as a means of resolving the problem. Reprisal or intimidation against employees who exercise rights to seek resolution through the complaint process will not be tolerated.
3. Our success in meeting established goals depends on our commitment to the Army's policy regarding equal opportunity and affirmative action. It is vital that we strive for a 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. This policy will be brought to the attention of all personnel during EEO training, and 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.



SHAW S. PICK
COL, SC
Commanding