



DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON FORT HUACHUCA
2837 BOYD AVENUE, BUILDING 41402
FORT HUACHUCA, ARIZONA 85613

AMIM-HUG-ZA (690-12a)

21 July 2025

MEMORANDUM FOR United States Army Garrison (USAG) Fort Huachuca

SUBJECT: POLICY 25-31, Equal Employment Opportunity Program

1. REFERENCES.

- a. Secretary of the Army, Equal Employment Opportunity Policy Statement, 14 April 2025.
- b. Commanding General, United States Army Materiel Command, Equal Employment Opportunity Policy, 14 March 2025.
- c. Commanding General, United States Army Installation Management Command, Equal Employment Opportunity Policy, 5 June 2025.
- d. Army Regulation (AR) 690-12 (Army Equal Employment Opportunity Programs), 6 February 2025.
- e. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 6 February 2025.
- f. AR 600-7 (Unlawful Discrimination on the Basis of Disability in Programs and Activities Receiving Federal Financial Assistance From or Conducted By the Department of the Army), 6 February 2025.

2. APPLICABILITY. As the Garrison Commander, I am committed to developing and fostering an environment that promotes fair treatment and dignity and respect for all Department of the Army (DA) Civilian Professionals and Non-Appropriated Fund Civilian Professionals (USAG civilian employees), assigned to the United States Army Garrison (USAG), Fort Huachuca, serviced by the Fort Huachuca Equal Employment Opportunity (EEO) Office.

3. POLICY. This EEO policy statement is a reminder that all USAG civilian employees are protected from unlawful discrimination and harassment based on race, color, religion, sex (including sexual harassment), national origin, age (40 or older), disability (mental and physical), genetic information (individual or family medical history), pregnancy, childbirth or related medical conditions, retaliation, or other non-merit-based factors, and from actions taken in reprisal for protected EEO activity, or that creates a "chilling effect" on EEO activity. If applicable, mediation is offered as the Alternative

Dispute Resolution (ADR) method to resolve workplace concerns. If the concern is harassment (without discrimination), employees may use the Civilian Harassment Prevention and Response Program for reporting harassing behavior that detracts from an efficient workplace. The Army's EEO, Anti-Harassment, and Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act Training for Supervisors and Nonsupervisors is the required annual training, and a resource to help maintain a workplace free of discrimination, harassment, and retaliation. Managers and supervisors play a critical role and have a responsibility to prevent and eliminate harassment in the workplace and develop cohesive teams. This command will take prompt action if an employee or applicant is subjected to workplace discrimination, harassment (including sexual harassment), or retaliation by contacting the Fort Huachuca EEO Office.

4. These protections extend to all management practices and employment decisions, including recruitment and hiring, performance appraisals, promotions, awards, training, and career development programs. Consistent with these obligations, USAG Fort Huachuca provides Reasonable Accommodations to qualified employees and applicants for functional limitations caused by disabilities; for known limitations related to pregnancy, childbirth, and related medical conditions; and for sincerely held religious beliefs. Likewise, USAG Fort Huachuca will be diligent in ensuring all Architectural Barriers Act, 504, and 508 obligations regarding access to facilities, buildings, technology, programs, and services are synchronized with compliance.

5. I expect all USAG leaders to comply with this policy. An effective EEO program is crucial to becoming a model employer and accomplishing the mission. Our collective efforts will continue to make USAG Fort Huachuca a place that we are proud to serve at the "Edge of the Frontier".

6. A copy of this memorandum will be posted on all USAG Fort Huachuca official locations.

7. This memorandum supersedes USAG Policy 24-31, Equal Employment Opportunity (EEO), 21 June 2024.

8. PROPONENT. Fort Huachuca EEO Office (520) 533-2028.



MICHAEL J. CHILDS
Colonel, MI
Commanding