



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY GARRISON
BLDG 237, AVE B, P.O. BOX 105021
FORT IRWIN, CA 92310-5000

AMIM-NTG-ZA

22 June 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison (USAG), Fort Irwin and the National Training Center Policy Letter # 24 - Equal Employment Opportunity (EEO) Policy Letter

1. PURPOSE: To establish USAG policy of Equal Employment Opportunity policy.
2. APPLICABILITY: This policy supersedes all previous United States Army Garrison policies with the above subject, remains in effect until specifically rescinded or superseded, and applies to all Military personnel, Family Members, and Department of the Army (DA) Civilians assigned to USAG.
3. REFERENCES:
 - a. AR 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.
 - b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 2 February 2004.
 - c. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015.
 - d. DoDI 1350.02, DoD Military Equal Opportunity Program, 4 September 2020
 - d. Executive Order 11478, Equal Employment Opportunity in the Federal Government, 8 August 1969, last amended, 21 July 2014.
 - e. 29 CFR 1614, amended as of 5 November 2021.
4. POLICY: It is policy of the Government of the United States to provide Equal Opportunity (EO) in Federal employment for all persons, to protect against discrimination in employment based on Race, Color, Religion, Sex, National Origin, Reprisal, Disability (Mental/Physical), Age, Sexual Orientation, Gender Identity, Genetic Information (GINA), status of a parent, or other impermissible basis and to promote the full realization of Equal Employment Opportunity (EEO) through a continuing diversity and inclusion program. This policy of EEO applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of Civilian employees of the Federal Government, to hte

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extent permitted by law. I am totally committed to providing EEO for all Civilian employees and applicants at USAG.

a. I expect all Commanders, Managers, and Supervisors to ensure that EEO is applied to, and is a part of all personnel management policies, procedures, and actions that effect Employment, including (but not limited to) Recruitment and Hiring, Training, Transfers, Promotions, Awards, and other types of recognition. Responsibility and accountability for EEO are integral to effective leadership and in attaining a talented and diverse workforce.

b. EEO success is critical to sustaining an equitable, fair, and positive work environment. Active support of EEO through the personal involvement of individuals is required at all levels. Employees perceiving discrimination should report to their Chain of Command, or consult the Installation Equal Employment Opportunity Office for guidance without fear of intimidation, reprisal, or retaliation.

5. PROPONENT: Points of contact for this information is the EEO Office, ATTN:, Equal Employment Opportunity Director, at (760) 380-7339.


LANE A. BOMAR
COL, AR
Commanding

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