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*Equal Employment Opportunity Monthly Bulletin*



*“Promoting EEO, Diversity, and Education”*

January 2024

## Martin Luther King Jr. Day

The continuing DoD theme for the observance is, “Remember! Celebrate! Act! A Day On...Not A Day Off,” in commemoration of Dr. King and in support of a national day of public service engagement. The theme is a call to action through personal service. Together, we keep Dr. King’s legacy alive by getting involved and working together to strengthen the values of the communities we serve.

The first official MLK Day was held in 1986. Less than a decade later, Congress designated the third Monday in January every year as the Martin Luther King, Jr. Day of Service. January 15, 2024, marks the 30th anniversary of this national day of service.

This year holds particular significance as it marks the 60<sup>th</sup> anniversary of Dr. Martin Luther King Jr., being awarded the Nobel Peace Prize. At the age of 35, King became the youngest man to receive the Nobel Peace Prize for his commitment to nonviolent methods during the Civil Rights Movement.

Dr. King advocated for nonviolent resistance to overcome injustice as a means of lifting racial oppression. He created change with organized sit-ins, marches, and peaceful demonstrations that highlighted issues of inequality. On April 4, 1968, at the age of 39, he was assassinated in Memphis, Tennessee, where he was to lead a march in support of striking sanitation workers.

We remember Dr. King as a husband, father, friend, and fierce advocate for the betterment of all people. We celebrate his legacy by building upon the contributions he made to impact civil rights. We act in his memory by organizing, volunteering, and making it a day on and not a day off.

The men and women of the DoD honor King by living the standard he set. Together we safeguard his legacy and, as one DoD family, rise to meet today’s challenges.



## Martin Luther King, Jr. Memorial

Located in downtown Washington, DC, the memorial honors Martin Luther King, Jr.'s legacy and the struggle for freedom, equality, and justice. A prominent leader in the modern civil rights movement, Dr. King was a tireless advocate for racial equality, working class, and the oppressed around the world.

The memorial's official dedication date is August 28, 2011, the 48th anniversary of the March on Washington for Jobs and Freedom, though the ceremony was postponed until October 16 due to Hurricane Irene.

The centerpiece of the memorial is a 30-foot statue of Dr. King, featuring his likeness carved into the Stone of Hope, which emerges powerfully from two large boulders, known as the Mountain of Despair. Together, they represent soul-stirring words from Dr. King's "I Have a Dream" speech. Text from this speech is cut sharply into the rock of the Stone: "Out of the mountain of despair, a stone of hope." Surrounding the statue of Dr. King is a 450-foot-long inscription wall, which features 14 quotes from King's speeches, sermons, and writings. Inscriptions were chosen by a special "Council of Historians," which included Maya Angelou and Dr. Henry Louis Gates. Quotes were chosen with Dr. King's four main principles in mind: justice, democracy, hope, and love.



## Race/Color Discrimination - Army Regulation 690-12

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin color complexion. Race/color discrimination also can involve treating someone unfavorably because the person is married to (or associated with) a person of a certain race or color or because of a person's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color. Discrimination can occur when the victim and the person who inflicted the discrimination are the same race or color. The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

## External Links

[Martin Luther King, Jr., National Day of Service | AmeriCorps](#)

[The Martin Luther King, Jr. Research and Education Institute \(stanford.edu\)](#)

[Martin Luther King Jr. – Biography - NobelPrize.org](#)

[The King Center | The Center for Nonviolent Social Change](#)

[Observance Calendar | DoDEA](#)

## Anti-Harassment No FEAR Training FY(24)

The annual No FEAR and Anti-Harassment Training is changing for fiscal year 2024. Stay tuned for updates on the procedures for taking the mandatory annual training. All employees and supervisors of civilian employees to include active-duty Soldiers who supervise civilian employees are required to take the training.

For assistance, please contact Mr. Timothy Gladders, EEO Specialist, at 803-751-5443 or [timothy.b.gladders.civ@army.mil](mailto:timothy.b.gladders.civ@army.mil)