

Fort Jackson Equal Employment Opportunity Office  
5450 Strom Thurmond Boulevard, Room 218

Office Email: [usarmy.jackson.id-training.mbx.usag-eeo-office@army.mil](mailto:usarmy.jackson.id-training.mbx.usag-eeo-office@army.mil)

*Equal Employment Opportunity Monthly Bulletin*  
*“Promoting EEO, Diversity, and Education”*

August 26, 2024

## Women’s Equality Day



On Women’s Equality Day, we celebrate the passage of the 19th Amendment, the brave men and women who fought for universal suffrage, and the further steps toward gender equality beyond the right to vote.

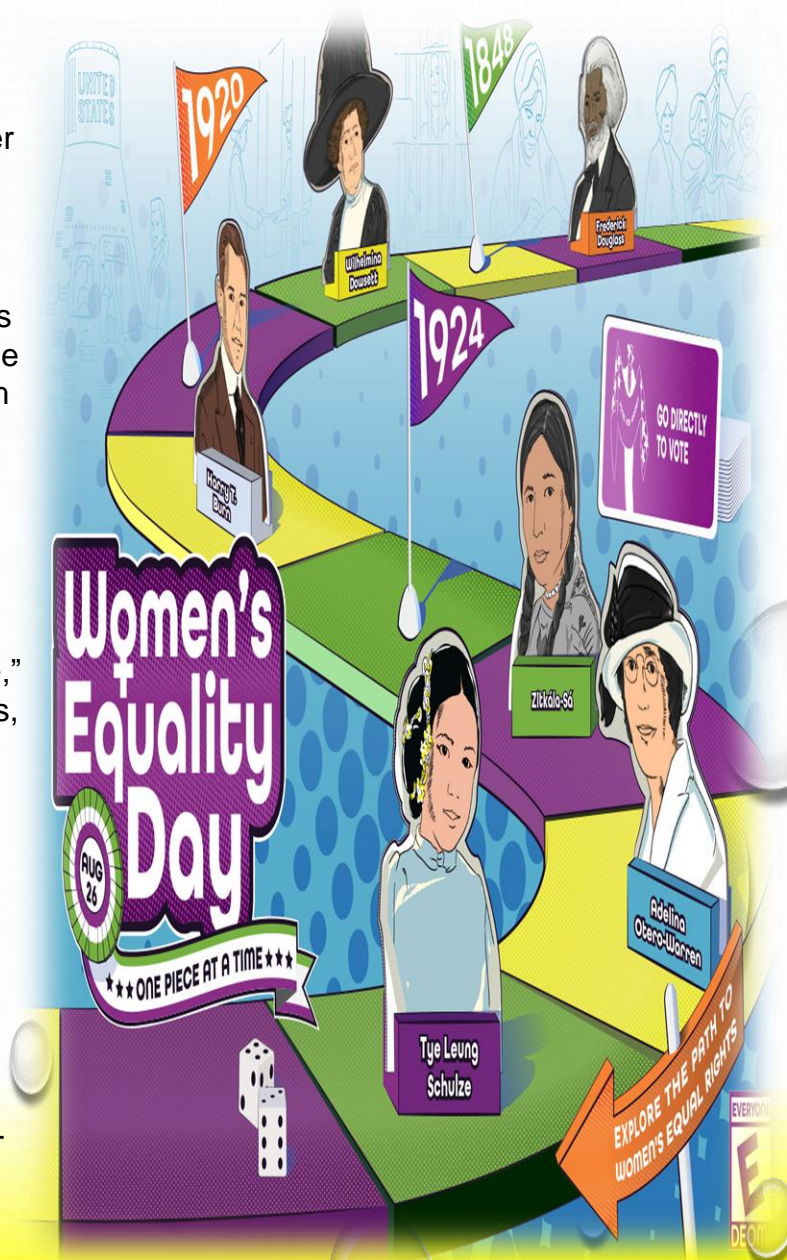
The woman suffrage amendment was introduced for the first time to the United States Congress on January 10, 1878. It was submitted numerous times until finally in June 1919 the amendment received approval from both the House of Representatives and the Senate.

The Department of Defense honors the progress women have made and renews its commitment to gender equality.

This year we highlight, “One Piece at a Time,” reflecting on the diverse individuals, changes, and progress that contributed to women gaining the right to vote.

Individuals such as Frederick Douglass, Wilhelmina Dowsett, Harry T. Burn, Zitkala-Sa, Nina Otero-Warren, and Tye Leung Schulze made significant and lasting contributions that impacted change for women gaining their rights to vote.

On 26 August 2024, we commemorate the ratification of the 19<sup>th</sup> Amendment and honor the vast and varied assembly of people who contributed to granting women voting rights.



## Wilhelmina Widemann

Wilhelmina Kekelaokalaninui Widemann Dowsett founded the National Women's Equal Suffrage Association of Hawaii, the first Hawaiian suffrage organization. She was born in 1861, into the Hawaiian royal family. Dowsett lived during the United States' annexation of Hawaii, and she found herself in a unique position to make progress for women's rights in the new territory. This included rights for Americans, Native Hawaiians, and Asian immigrants. Dowsett, along with many suffragists, petitioned the Government for the vote. Through their efforts, President Wilson allowed the residents of Hawaii to decide whether to give the vote to women in 1919. When the Hawaiian government stalled and tried to limit the vote, Dowsett organized a large protest of women of various nationalities and ages on the State House floor. When the protest failed, she lobbied the U.S. Congress, and, in 1920, the 19th Amendment passed.



## Sex-Based Discrimination AR 690-12

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex. Sex discrimination also can involve treating someone less favorably because of his or her connection with an organization or group that is generally associated with people of a certain sex. Discrimination on the basis of pregnancy, gender identity, or sexual orientation (non-conformance with gender stereotypes) is discrimination because of sex.

## Women's Equality Day (external links)

[Women's Equality Day Celebration Tickets, Wed, Aug 28, 2024 at 6:00 PM | Eventbrite](#)

[WOMEN'S EQUALITY DAY - August 26, 2024 - National Today](#)

[Special Observances \(defenseculture.mil\)](#)

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

The annual No FEAR and Anti-Harassment training has changed for fiscal year 2024. Training is no longer available online and must be conducted in person. There are two modules, one for supervisors and one for non-supervisors. All employees and supervisors of civilian employees to include active-duty Soldiers who supervise civilian employees are required to attend the training. The training will be offered every quarter in the Fort Jackson theater on 7 December; 21 March; 20 June and 19 September. Non-supervisor training will occur in the morning session (1030) and supervisor training will occur in the afternoon session (1530). For more information contact Mr. Timothy Gladders at [timothy.b.gladders.civ@army.mil](mailto:timothy.b.gladders.civ@army.mil).