



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RECRUITING COMMAND AND FORT KNOX
1307 THIRD AVENUE
FORT KNOX, KENTUCKY 40121-2725

AMIM-KNG-EE

23 August 2023

MEMORANDUM FOR

Commanders, Fort Knox Partners in Excellence
Commanders, All Units Reporting Directly to this Headquarters
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USAREC

SUBJECT: Policy Memorandum 4– Anti-Harassment (EEO)

1. References:

a. Title VII of the Civil Rights Act of 196 (Pub. L. 88-352), as amended in 42 U.S.C. 2000e, et. Seq.

b. Equal Employment Opportunity (EEO) Commission Management Directive 715,

c. Army Regulation 690-12 (Equal Employment Opportunity and Diversity)

d. Army Regulation 690-600 (Equal Employment Opportunity Discrimination Complaints)

2. Diversity in today's Army reflects the changing Nation we serve. I am engaged in and committed to the concepts, policies, and objectives of the Army's EEO Program. I expect all leaders to ensure a workplace where all applicants for employment and our civilian workforce are treated fairly without discrimination or harassment based on race, color, national origin, gender, religion, age, disability, genetic information, sexual orientation, or other impermissible basis. It is imperative that all leaders create an environment that enables our civilians to file an EEO complaint without fear of harassment or reprisal. An otherwise legal action by management (e.g., transfer of an employee to a new office or change of duties) may become illegal if done in response to an EEO complaint or other protected activity.

3. I am strongly committed to ensuring discrimination does not exist in our policies, practices, or actions and expect no less than complete support by all Cadet Command and Fort Knox units and organizations. Leaders must understand, value, enforce, and be committed to the principle of EEO in all their personnel management practices.

AMIM-KNG-EE


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4. Discriminatory actions are unacceptable. Allegations of discrimination, or witnessed acts of discrimination, will be investigated promptly in compliance with Army Regulation (AR) 690-60. For personnel at Fort Knox, questions may be directed to the Fort Knox EEO Office at (502) 624-6196; for remotely assigned personnel, contact TRADOC EEO at (757) 501-6507.

5. If unlawful discrimination is found to have occurred, appropriate disciplinary action will be taken.

6. Successful mission accomplishment is dependent upon an environment where diversity of thought is honored, policies and procedures are transparent, inclusion is practiced, and all team members are treated with dignity and respect.

7. The point of contact for this memorandum is Robert Brown at (502) 624-1325, or robert.j.brown100.civ@army.mil


JOHNNY K. DAVIS
Major General, USA
Commanding