



FORT KNOX EQUAL EMPLOYMENT OPPORTUNITY 2nd QTR FY 21



Operating in Unprecedented Times

Over the course of the month, The EEO Office has provided on-site support to the new Sexual Assault Response Coordinator, Ms. Ella Foley, as she conducted Sexual Harassment/Assault Response and Prevention (SHARP) Training throughout the garrison. It is important to note that SHARP and the EEO process go hand-in-hand. "Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted)" (EEOC, n.d.). When sexual harassment has occurred, the victim has 45 calendar days from the incident to file an EEO complaint. The timelines are crucial, so it is imperative to understand and follow the EEO process.

If you have experienced sexual harassment or assault, you have options and resources to address the issue. Please contact our office (see sidebar) or Ms. Foley, your local Sexual Assault Response Coordinator: 502.624.3323.

From The EEO Complaints Program Manager

An important note, when considering the collaborative nature of EEO and SHARP, is the intentional focus on care, respect and discretion. The SHARP and EEO offices are located within the same building for a very important reason. If an incident occurs, we want to ensure the victim is near the necessary resources to address the problem. At the back of Pike Hall is a direct entrance to the SHARP office and easy access to the EEO office, which allows for soft hand-offs between the two programs. A victim is never alone when seeking help at the EEO and SHARP offices.

From The EEO Disability Program Manager

Sexual assault and sexual harassment are very serious issues that have the potential to impact a person for life. Consider the following statistic: "Every 73 seconds, an American is sexually assaulted and every nine minutes, that victim is a child" (RAINN.org, n.d.). Victims have the potential to develop disabilities, based on the experience. When considering this within the context of reasonable accommodations, a person may seek an accommodation by supplying doctor documentation supporting the disability.

References

EEOC. (n.d.). Facts About Sexual Harassment. Retrieved from <https://www.eeoc.gov/fact-sheet/facts-about-sexual-harassment>

EEOC. (n.d.). Sexual Harassment. Retrieved from <https://www.eeoc.gov/sexual-harassment>

RAINN. (n.d.). Free Planned Giving Resource. Retrieved from <https://www.rainn.org/>

FT. KNOX EEO TEAM

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**EEO Disability
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TRADOC EEO TEAM

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**Equal Employment
Opportunity services
complaints:**

**FOR CIVILIAN EMPLOYEES,
FORMER EMPLOYEES,
APPLICANTS FOR
EMPLOYMENT (U.S. CITIZENS
ONLY) and SOME
CONTRACTORS**

Individuals who believe they have been discriminated against based on race, color, religion, sex, (including sexual harassment), age (40 & above), national origin, physical and/or mental disability, genetic information, and/or reprisal in employment matters **have 45 CALENDAR DAYS** from the date they become aware of the action to initiate the pre-complaint process.