



Equal Employment Opportunity
is Everybody's Business



FORT KNOX EQUAL EMPLOYMENT OPPORTUNITY 4th QTR FY 21



As We Return, We Must Respectfully Re-Engage

"Project Inclusion is the U.S. Army's new initiative to improve diversity, equity, and inclusion across the force and build cohesive teams" (Stand-To, 2020).

As we focus on a return to the traditional workplace, it is crucial for both management and employees to keep the concepts of listening and cooperation at the forefront. Diversity, equity and inclusion are built upon a foundation of respect for one another. Respectful communication facilitates effective cooperation. Assumptions and unawareness have the potential to erode the foundation of diversity, equity and inclusion. It is important to empower oneself with knowledge of the resources available to address concerns and questions in the workplace.

The EEO Office functions as a change agency to help an individual identify applicable resources and understand the different avenues of redress, as they relate to reasonable accommodation and claims of discrimination.

From The EEO Disability Program Manager

"The request for accommodation begins with an interactive and flexible discussion between the requester and the supervisor" (AR 690-12, App. C). Reasonable accommodations (RA) are meant to eliminate barriers in the work environment, not barriers outside the work environment. Examples include: altering how and when job duties are performed, reconfiguring work spaces and modifying work schedules. It is crucial to remember that RAs exist to enable a qualified individual with a disability to perform the essential functions of the job. AR 690-12, App. C provides supervisors and employees with specific guidance related to the RA process. Additionally, management and employees can reach out to the Fort Knox Disability Program Manager for any related questions:

Mr. James Norfleet, Disability Program Manager
502-624-3171 – james.r.norfleet2.civ@mail.mil

From The EEO Complaints Program Manager

Communication is so important. Consider the way our communication takes place in the telework environment. Often times, it is telephonic or happening over e-mail. In these mediums, interpretation of tone and intent has the potential to become lost in personal translation. Even video-conferencing over Teams cannot measure up to the traditional connections that happen when we are in the same location (Noonoo, 2020). The benefit of returning to the workplace is the return to in-person interactions. "All in all, in-person social interaction is much better for mental health than electronic communication" (Twenge, 2017).

References

Noonoo, S. (2020, September 16). Is Learning on Zoom the Same as In Person? Not to Your Brain - EdSurge News. Retrieved from <https://www.edsurge.com/news/2020-09-15-is-learning-on-zoom-the-same-as-in-person-not-to-your-brain>

Stand-To. (2020, June 29). US Army Project Inclusion. Retrieved from <https://www.army.mil/standto/archive/2020/06/29/>

Twenge, J. M. (2017). iGen: Why today's super-connected kids are growing up less rebellious, more tolerant, less happy--and completely unprepared for adulthood--and what that means for the rest of us. Simon and Schuster.

FT. KNOX 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.