



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON COMMAND, FORT KNOX
111 E CHAFFEE AVENUE
FORT KNOX, KENTUCKY 40121-5256

IMKN-EE

JUL 26 2019

MEMORANDUM FOR

Commander, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Fort Knox Partners in Excellence, Staff Offices/Departments, This
Headquarters

SUBJECT: Fort Knox Policy Memo No. 03 – Equal Employment Opportunity

1. References:

a. AR 690-12, Equal Employment Opportunity and Diversity, 22 December 2016.

b. Equal Employment Opportunity Commission (EEOC) Management Directive 715,
1 October 2003.

3. Applicability. All activities serviced by the USAG Fort Knox Equal Employment
Opportunity (EEO) Office.

4. Employment practices at this installation will demonstrate full adherence to Federal
policy guaranteeing Equal Employment opportunity (EEO) to all persons without regard
to race, color, religion, sex, national origin, age, physical or mental disability, genetic
information, or participation in sanctioned EEO activities. Ensuring a climate where
dignity and respect for the individual is paramount requires our full commitment, both
personally and professionally.

5. As evidence of my commitment to EEO, all supervisors, military and Civilian, will
dedicate themselves to meeting their EEO responsibilities in a manner that yields
results. I expect that how well these responsibilities are met will be considered when
performance ratings are assigned. The EEO responsibilities include:

a. Efforts to address, settle, and eliminate tensions among employees.

b. Efforts to ensure the work group reflects the local or national labor force

c. Resolution of allegations of decimation through the use of Alternative Dispute
Resolutions (ADR) methods.

IMKN-EE

SUBJECT: Fort Knox Policy Memo No. 03 – Equal Employment Opportunity

d. Ensuring requested religious or disability accommodations are provided when necessary.

e. Ensuring the Civilian workforce is trained and aware of their rights and responsibilities to this program.

6. Our Soldiers and Civilian employees are professionals. With all they contribute to the Fort Knox team, each member deserves nothing less than equal opportunity and fair treatment.

7. The EEO complaint procedures are described on the EEO poster located on employee bulletin boards. Information is also available from the Fort Knox EEO Office.

8. A copy of this correspondence will be posted on bulletin boards until superseded.

9. POC for this policy is the Equal Employment Opportunity Director, Mr. Robert J. Brown, phone number: 502- 624-1325.


CJ KING
COL, LG
Commanding