



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT
LEAVENWORTH 290 GRANT AVENUE UNIT 1
FORT LEAVENWORTH, KANSAS 66027-1292

AUG 19 2021

AMIM-LVG-ZA (100)

MEMORANDUM FOR All Garrison Activities

SUBJECT: Command Policy #2, Equal Employment Opportunity Policy

1. REFERENCES.

- a. AR 690-600, Equal Employment Opportunity Discrimination Complaints.
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action.
- c. Americans with Disabilities Act of 1990. Public Law No. 101-336. Titles I and V. 104 Statutes 328 (1990).
- d. Rehabilitation Act of 1973. Public Law No. 93-112.87 Statute 335 (1973).

2. PURPOSE. To establish an Equal Employment Opportunity (EEO) policy at Fort Leavenworth.

3. GENERAL.

a. The Fort Leavenworth U. S. Army Garrison (USAG) is fully committed to equal opportunity in employment through implementation of strong Equal Employment Opportunity (EEO) and Affirmative Employment programs without regard to race, color, national origin, religion, sex, age, or mental or physical disability, genetic information, and reprisal. This policy mandates EEO for all DoD Civilian employees and applicants and prohibits discrimination in any aspect of USAG employee policies, practices, and operations and in all working conditions and relationships with DoD employees and applicants for employment.

b. Equal opportunity is the right of every DoD employee and is an important part of our organizational priorities. Every manager and supervisor must demonstrate dynamic leadership in fostering a discrimination-free workplace. Our personnel policies and practices must demonstrate dynamic leadership in fostering a discrimination-free workplace. Our personnel policies and practices must be free from any suggestion of unlawful discrimination. Anyone engaging in such discriminatory conduct or who retaliates against those raising concerns about such conduct will be subject to disciplinary action.

AMIM-LVG-ZA (100)
SUBJECT: Command Policy #2, Equal Employment Opportunity


c. I believe a high level of effort and commitment is needed to ensure achievement of EEO and affirmative employment objectives. Together we will accomplish the goal to achieve a work force that represents the diversity and talent of our nation. I count on each of you to do your part.

4. POLICY/PROCEDURES.

a. The EEO program encompasses all DoD Civilian employment practices. Supervisors are responsible for the program, and will ensure fair treatment in all personnel practices. Through positive leadership, commanders and directors set the climate for a successful EEO program. I expect leaders to eliminate all unlawful discrimination in the workplace. Prompt attention to small concerns allow us to fix them before they become major issues. Sustaining a workplace where caring about our people's welfare and well-being is an important part of doing business. The EEO Officer and the chain of command stand ready to assist in the effort.

b. The law protects individuals against incidents of discrimination. I encourage you to report any occurrences to your chain of command for appropriate actions. You may file complaints with the EEO Office IAW 29 CFR Part 1614 and AR 690-600. You may direct questions to the EEO Officer at 684-3677.

5. PROPONENCY. The proponent for this command policy is the EEO Officer, at 684-3677.



JOHN G. MISENHEIMER JR.
COL, AG
Commanding