



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926

IMCG

22 FEB 2010

**MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND
(IMCOM) PERSONNEL**

SUBJECT: Command Policy #2 — Equal Employment Opportunity (EEO)

1. Reference Army Regulation (AR) 690-12, Equal Employment Opportunity and Affirmative Action.
2. I am the IMCOM EEO Officer. I strongly promote the full realization of equal opportunity in employment. I require all members of the IMCOM team to strive for, achieve, and maintain a positive work environment. Military and civilian supervisors or managers must ensure a workplace where every employee is valued, treated with respect and dignity, and has an opportunity to contribute fully to the mission. Therefore, we will share an unequivocal commitment to promoting diversity. Adherence to the principles of EEO protects and preserves human dignity and makes all of us better teammates.
3. EEO is a mandatory performance standard for all supervisors. IMCOM leaders and supervisors will exhibit commitment to EEO through their efforts to resolve conflict and address concerns in the workplace. IMCOM's ability to accomplish the mission is impacted, opportunities for achievement are lost, and the ability for our employees to reach their full potential is jeopardized when an employee or job applicant is discriminated against. We must eliminate all barriers to EEO to ensure fair competition and workforce development without regard to race, color, religion, sex, national origin, age, genetics, disability or reprisal.
4. A workplace free from discrimination is vital to developing and maintaining a mission-ready workforce. Managers, supervisors, and employees must understand and identify unlawful conduct and be proactive in preventing prohibited discrimination. Our continuing efforts will maintain IMCOM's posture as a model employer of choice.

A handwritten signature in black ink, appearing to read "Rick Lynch", written over a horizontal line.

RICK LYNCH
Lieutenant General, USA
Commanding