



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON
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MAY 22 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U. S. Army Garrison Policy Memorandum #4, Equal Employment Opportunity and Affirmative Employment Program Policy Statement

1. It is the policy of the United States Government and the Department of the Army to provide equal employment opportunity to all employees and applicants for employment regardless of their race, religion, color, sex, national origin, genetic information, age (40+), or handicap (mental or physical). Equal employment opportunity is based on merit and fitness. Equal employment opportunity must be an integral part of personnel policies and practices in the employment, development, advancement, and treatment of Civilian employees of the federal government.
2. Affirmative employment is the effort put forth by the military and civilian managers and supervisors of Civilian employees to improve the employment, development, and advancement of minority group members and women. Managers and supervisors must be aware of the equal employment opportunity posture of their activities, and where there is an absence or imbalance of protected groups, take positive actions to correct the situation.
3. I fully endorse the Equal Employment Opportunity Program and the Affirmative Employment Program Plan, and I am personally committed to the principles of these programs. It is my desire that subordinate managers and supervisors accept their responsibilities for these programs and ensure that all their employees and applicants for employment have a fair opportunity for employment and advancement.

A handwritten signature in black ink, appearing to read "Erich C. Spragg".

ERICH C. SPRAGG
COL, MI
Commanding

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