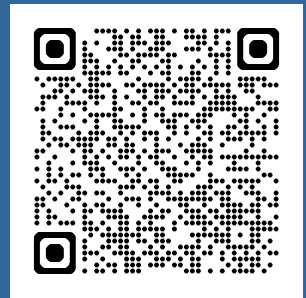


EEO QUARTERLY NEWSLETTER

THE 411

JULY – SEPTEMBER 2024 | 4TH QTR | ISSUE NO. 1



**U.S. Army Garrison
Presidio of Monterey**

Equal Employment Opportunity Office



EQUAL EMPLOYMENT OPPORTUNITY

Understanding the basics of EEO and the services

ON THE HORIZON

See what observances or events are coming soon

TRAINING

Catch up on required training

EEO, Anti-harassment, and NO FEAR Act available via MS Teams or in-person

OUR SERVICES

The EEO program focuses on the comprehensive effort to eliminate unlawful discrimination and harassment and provide fair treatment of individuals without regard to Age (40 or older), Color, Disability, Genetic Information, Harassment (Sexual/Non-Sexual), National Origin, Race, Religion, Retaliation (related to EEO activities), and Sex (including pregnancy, gender identity, and sexual orientation).

CONTACT

Address:
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What is Equal Employment Opportunity?

The term Equal Opportunity (EO) is a global term used as the principal idea of treating all people fairly despite their differences. Under the EO umbrella, resides Title VII of the Civil Rights Act of 1964 and the Federal Equal Employment Opportunity (EEO). Enforced by law, EEO stipulates the fair treatment of all persons employed by Federal Agencies without regard to their Age (40 or older), Color, Disability, Genetic Information, Harassment (Sexual/Non-Sexual), National Origin, Race, Religion, Retaliation (related to EEO activities), and Sex (including pregnancy, gender identity, and sexual orientation). These are known as protected categories.



Civil Rights Act of 1964, Signing Ceremony

image provided by Britannica

The Equal Employment Opportunity Commission (EEOC)

The EEOC is responsible for, among other things, conducting hearings and issuing decisions on complaints of discrimination in the federal sector and enforcing compliance with section 717 of Title VII of the Civil Rights Act of 1964, as amended; sections 501 and 505 of the Rehabilitation Act of 1973, as amended; section 15 of the Age Discrimination in Employment Act of 1977, as amended; and the Equal Pay Act, section 6(d) of the Fair Labor Standards Act of 1938, as amended.



What is Discrimination?

Discrimination occurs when any action resulting in unequal and unfair treatment of persons based on the protected categories, thereby denying them access to fair competition and opportunities. A person who feels discriminated against has suffered harm or loss concerning their potential and progression.

Employment Protection

The EEO program focuses on the comprehensive effort to eliminate unlawful discrimination and harassment and provide fair treatment of individuals without regard to their protected categories.



Mission and Goal of the USAG POM EEO Office

The EEO Office works to provide an effective model EEO program at the Presidio of Monterey that promotes an environment free of discrimination.

The EEO Office is an institution that is an integral part of the Presidio of Monterey that values a work environment free of unlawful discrimination. EEO professionals are experts in their field and responsive to the concerns of its diverse workforce.



The EEO Team

The EEO Office consists of certified EEO Practitioners who assist in addressing employment related issues between an aggrieved/complainant and the agency. They will also assist individuals with filing complaints, advising them of their rights and responsibilities, and informing the aggrieved/complainant of their options.

All EEO Practitioners are neutral professionals that do not advocate for disputing parties. However, they exist to provide guidance and direction through the complaints process.

EEO Services

The EEO Office and Staff offers a three-tier service concerned with EEO Matters:

Human Relations

EEO training, guidance and advisory, policy and procedural updates, reports, Reasonable Accommodation, and Special Emphasis Programs.

Organizational Climate

Conduct site assistant visits, surveys, focus groups, addressing employment related issues.

Complaints Process

Assisting with filing EEO complaints, use of Alternative Dispute Resolution in the form of mediation, case management, and redirecting non-EEO issues to the appropriate redress organizations.

What if a person is experiencing employment issues or was discriminated against?

Contact the EEO Office for guidance or to find out more about filing EEO complaints, seeking resolution, or addressing employment concerns.



For more information about EEO:

Equal Employment Commission (EEOC):
www.eeoc.gov/statutes/title-vii-civil-rights-act-1964



Title 29, Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity: www.govinfo.gov/app/collection/cfr/



Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints:
armypubs.army.mil/epubs/DR_pubs/DR_a/pdf/web/r690_600.pdf



“Did you know? President Lyndon B. Johnson signed the Civil Rights Act of 1964 with at least 75 pens, which he handed out to congressional supporters of the bill such as Hubert Humphrey and Everett Dirksen and to civil rights leaders such as Martin Luther King Jr. and Roy Wilkins.”

— History.com —



Upcoming Special Observances

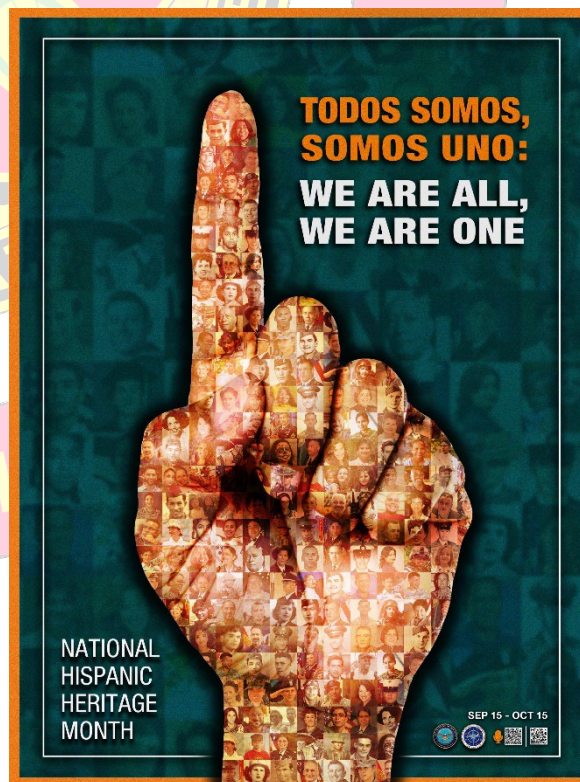
WOMEN'S EQUALITY DAY, August 26

"The observance recognizing Women's Equality Day was established by Joint Resolution of Congress in 1971. Women's Equality Day is observed on the 26th day of August and commemorates the 1920 passage of the 19th Amendment to the Constitution, which gave women the right to vote. The observance has grown to include focusing attention on women's continued efforts toward gaining full equality." — DEOMI —



NATIONAL HISPANIC HERITAGE MONTH, September 15 – October 15

"The observance recognizing National Hispanic Heritage Month was established by Title 36, U.S. Code, Section 126 and Public Law 100-402. Hispanic Heritage Month is observed from 15 September - 15 October of each year. The observance is celebrated during this time frame due to many significant events for various Hispanic communities which fall within the observance period. The President issues a Proclamation each year calling on the people of the United States, especially the educational community, to observe National Hispanic Heritage Month with appropriate ceremonies and activities. Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multi-ethnic and multicultural customs of their community. The theme for this event changes each year." — DEOMI —





**CATCH UP ON
REQUIRED TRAINING**



Equal Employment Opportunity (EEO), Anti-Harassment (AH), and the Notification of Federal Employees Anti-Discrimination and Retaliation (NO FEAR) Act training sessions. Contact the EEO Office to coordinate for irregular work hours training sessions.

Non-Supervisors

TARGET AUDIENCE: **Civilian Employees in Non-Supervisory positions**

DATES: July 10 and 24 | August 7 and 21 | September 4

TIMES: 0900-1000 and 1300-1400, and 1500-1600

ACCESS: **MS TEAMS** (Right click on “MS TEAMS link” > “Copy Link Location” > paste link into web browser)

Supervisors

TARGET AUDIENCE: **Personnel who manage or supervisor Civilian Employees**

DATES: July 10 and 24 | August 7 and 21 | September 4

TIMES: 1030-1130, 1430-1530, and 1630-1730

ACCESS: **MS TEAMS** (Right click on “MS TEAMS link” > “Copy Link Location” > paste link into web browser)



Quote of the Quarter

“All of us do not have equal talent, but all of us should have an equal opportunity to develop our talent.”

— John F. Kennedy —