



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON, PRESIDIO OF MONTEREY
1759 LEWIS ROAD, SUITE 210
MONTEREY, CA 93944-3223

AMIM-PMG-EE

NOV 14 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 1 - Equal Employment Opportunity (EEO)

1. References:

- a. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004
- b. Title 29, Code of Federal Regulations, § Part 1614, Federal Sector Equal Employment Opportunity.
- c. Equal Employment Opportunity Commission (EEOC), Management Directive 715.
- d. Equal Employment Opportunity Commission (EEOC), Management Directive 110.

2. Purpose: The purpose of this policy is to state the United States Army Garrison, Presidio of Monterey's (USAG POM) commitment to maintaining an environment free from workplace discrimination.

3. Applicability: The policy applies to all civilian employees and military supervisors of civilian employees assigned to or under the operational control of the USAG POM and tenant activities, to include applicants for employment and former employees. This policy supersedes the previous command policy on this subject, dated 15 July 2020.

4. Proponent: The proponent for this policy is the Equal Employment Opportunity (EEO) Office, AMIM-PMG-EE, (831) 242-5105.

5. Equal Employment Opportunity (EEO) is the right of every USAG POM employee (civilian and military) and applicant for employment and is an integral part of our organizational priorities and strategic plan. USAG POM is totally committed to supporting the Army EEO vision of being a "model employer" and to the implementation of the affirmative employment programs. Discrimination on the basis of age (over 40), color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal for participation in protected EEO activity is prohibited.

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6. This policy mandates equal employment opportunity for all persons and prohibits discrimination in personnel, policies, practices and operations, and in all working conditions and relationships with employees and applicants for employment.
7. We all must continue to pursue and implement affirmative employment strategies designed to promote EEO in the workforce. The same level of effort and commitment required of every manager and supervisor to ensure high quality services and products is also needed for the achievement of EEO and affirmative employment objectives. As a working team, we can accomplish the USAG and Presidio of Monterey goal to achieve a workforce that represents the diversity of our great Nation.
8. All members of management must demonstrate proactive leadership in fostering a work atmosphere that is free of discrimination. Performance objectives for specific EEO Program progress and achievements must be included in all USAG and Presidio of Monterey senior executive, managerial, and supervisory performance standards. In addition, management must support the EEO program when their employees serve in collateral duty positions of EEO Counselors, Mediators and Special Emphasis Program Committee Members and Managers. I encourage the use of the Alternative Dispute Resolution Program (mediation) by all personnel so as to resolve issues at their earliest possible level.
9. We must continually strive to become a model employer, and I know that I can count on all of you for your support.
10. This policy statement will be permanently posted on all official bulletin boards.



SAMUEL W. KLINE
COL, SF
Commanding

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