



DEPARTMENT OF THE ARMY
US ARMY NATICK SOLDIER SYSTEMS CENTER
10 GENERAL GREENE AVENUE
NATICK, MA 01760-5002

FCDD-NSS-C

12 October 2023

MEMORANDUM FOR All Natick Soldier Systems Center (NSSC) Elements

SUBJECT: NSSC Policy Statement No. 09-2023, Civilian Equal Employment Opportunity (EEO)

1. REFERENCES:

a. Army Regulation (AR) 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.

b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. I am fully committed to Equal Employment Opportunity and diversity, and a workplace free of discrimination, harassment, and retaliation. NSSC leaders will implement this program to ensure that every Natick Teammate works in an environment free from discrimination and harassment based on race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity, status as a parent, reprisal, or any other impermissible basis. EEO principles allow NSSC to recruit, develop, and maintain a diverse, qualified workforce. Proactive leaders will ensure everyone is afforded the opportunity to achieve their full potential in support of the NSSC Mission.

3. All employees are encouraged to use their chain of command to resolve issues. Employees may also report discrimination or harassment to the Inspector General, EEO, Civilian Personnel Advisory Center (CPAC) Labor Management Employee Relations (LMER) personnel, union officials, or chaplains. Alternative means and resources exist and are available, such as mediation, through the EEO Office. All reports of discrimination or harassment will be taken seriously and addressed promptly and properly. Commanders, leaders, and managers must protect anyone filing a complaint from acts or threats of reprisal or retaliation. The EEO Complaint process is outlined in AR 690-600, including the requirement that employees must initiate contact with an EEO counselor within 45 calendar days of an alleged incident or when the employee knew or should have known of the discriminatory or harassing conduct.

4. The proponent for this policy is the Equal Employment Opportunity Office at (508) 206-4017.

DAVID C. TRYBULA
Brigadier General, US Army
Commanding