



**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
US ARMY GARRISON NATICK  
10 GENERAL GREENE AVENUE  
NATICK, MA 01760-5002

AMIM-SSG-ZA

COMMAND POLICY LETTER NO. 3

Equal Employment Opportunity (EEO) and Diversity

1. REFERENCES:

- a. Army Regulation 690-12, (Equal Employment Opportunity and Diversity), 12 DEC 19.
- b. Army Regulation 690-600, (Equal Employment Opportunity Discrimination Complaints), 9 FEB 04.
- c. 29 Code of Federal Regulations, Part 1614, (Federal Sector Equal Employment Opportunity) as amended.
- d. Department of Defense (DoD) Directive 1440.1, (DoD Civilian Equal Employment Opportunity Program), 21 MAY 87, Administrative Reissuance Incorporating Through Change 3, 17 APR 92.

2. APPLICABILITY: This policy applies to all Department of the Army Civilians, applicants for employment, and active-duty military personnel assigned or attached to the U.S. Army Garrison-Natick.

3. PURPOSE: To institute the Garrison Commander's policy on EEO and Diversity.

4. POLICY: EEO law upholds the basic principle of treating people fairly, with dignity and respect. This policy articulates my personal support and commitment to these EEO principles and objectives that ensure fair and equitable treatment in the workplace. It is imperative that all employees have a workplace free of discrimination regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 and older), disability, genetic information and/or reprisal for filing a complaint, participating in an investigation, or opposing any illegal employment practices under the statues enforced by Equal Employment Opportunity Commission. All personnel have a fundamental responsibility to support the EEO Program and characterize that unlawful discrimination is not condoned or tolerated.

5. PROCEDURES: It is an annual requirement for all Garrison employees to take the Army Anti-Harassment/No FEAR Training Course for Supervisors and Non-Supervisors. All new personnel must take the course within 90 days of their start date.

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SUBJECT: COMMAND POLICY LETTER NO. 3, Equal Employment Opportunity (EEO) and Diversity

6. EEO is a critical readiness issue, and I will enforce AR 690-12 to maintain and enhance a diverse workforce at this installation. All personnel should give their chain of command and the EEO officials the opportunity to resolve discrimination allegations informally at the lowest level possible. I will ensure Civilian discrimination complaints receive fair and impartial processing in accordance with AR 690-600

7. This policy supersedes Garrison Policy 3-2023, Equal Employment Opportunity (EEO) and Diversity, 26 January 2022.

8. PROPONENT: The proponent for this policy is the IMCOM Directorate-Training, Equal Employment Opportunity Office, at (757) 501-7953.

ANDREW R. BALLOW  
LTC, SF  
Commanding

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