



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON RHEINLAND-PFALZ  
UNIT 23152  
APO AE 09067-3152

AMIM-RPG-ZA

26 April 2023

MEMORANDUM FOR All Personnel Assigned or Attached to United States Army Garrison Rheinland-Pfalz and subordinate units.

SUBJECT: Equal Employment Opportunity and Affirmative Employment Policy (Cmd Memo 2023-002)

1. References:

- a. AR 690-12, Equal Employment Opportunity and Diversity, Section 1-7, 12 December 2019.
- b. AR 690-600, Equal Opportunity Discrimination Complaints, 9 February 2004.
- c. EEOC Management Directive (MD) 715 Model EEO Program.

2. It is the policy of the Department of Army to provide EEO for all people and to prohibit discrimination in employment because of race, color, religion, national origin, sex (including pregnancy, gender identity, sexual orientation), age (40 or older), disability (physical and/or mental) genetic information or reprisal (prior EEO activity or participant in the complaint process). As the USAG RP Commander, I am committed to the principles of EEO and expect equal employment opportunity and fair treatment throughout the USAG RP and serviced tenant units. I expect the same commitment and support from all personnel, especially senior leaders, managers, and supervisors, all of whom share a critical part in the success of our EEO program.

3. Our goal is to provide work environments free of unlawful discrimination where people are motivated because they are part of an inclusive organization that ensures accountability and fair treatment for everyone. This policy applies to all work areas within Rheinland-Pfalz and Army Support Activity- Black Sea footprints and to federal employees in temporary duty status.

4. To achieve the EEO goals of developing a work force representative of our Nation's diversity, management officials and leaders will continue to emphasize respect by sustaining the six essential elements of a Model EEO Program (MD-15), Demonstrated Commitment from Agency Leadership, Integration of EEO into the Agency's Strategic Mission, Management and Program Accountability, Proactive Prevention of Unlawful Discrimination, Efficiency, and Responsive and Legal Compliance. This ensures equal opportunity based on merit and ability in the hiring, promotions, and other workplace

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practices. A Model EEO Program promotes the cultivation of a culture that leverages diverse talent.

5. The EEO complaints process provides a well-established system for individuals to exercise their right to address perceived incidents of discrimination based on race, religion, color, sex (including pregnancy, gender identity, sexual orientation), national-origin, age, disability (physical and/or mental), reprisal and genetics. I encourage you to use Alternate Dispute Resolution methods to resolve complaints at the lowest level.

6. Management officials at all levels must remain focused on doing what is right and set the example of strong leadership and personal commitment to integrating EEO policies and practices into daily personnel management activities. This includes the responsibility for protecting employees from acts or threats of reprisal for utilizing official channels for handling grievances or complaints. To illegally discriminate against an employee or applicant, to obstruct a person's right to compete for employment or to retaliate against an employee for filing an appeal are considered Prohibited Personnel Practices.

7. Respective rating officials will consider whether disciplinary action or documentation in appraisals is appropriate for supervisors or employees who engage in discriminatory actions.

8. This policy memorandum will be placed on all official bulletin boards, made available to all personnel assigned to the Garrison, and included in orientation packets for all new employees.

9. This policy will remain in effect until it is officially rescinded.

10. The POC is the Garrison EEO office at DSN: 314-541-2200.



REID E. FURMAN  
COL, SF  
Commanding