



USAG Fort Stewart/HAAF Equal Employment Opportunity (EEO) Quarterly Newsletter

Army & IMCOM Values

Loyalty
Duty
Respect
Selfless Service
Honor
Integrity
Personal Courage
Vision
Consistency
Empowerment

A Note from your EEO Team

Welcome to 2026!

To our Army Civilian Professionals:

Readiness is the foundation of everything we do. While we often think of readiness in terms of equipment and training, our most vital asset is our people. A truly ready force is one where every individual feels valued, respected, and empowered to contribute their best.

As we move into the new year, let's take a moment to celebrate our strong and dedicated workforce! We hope you enjoy this quarter's topics and find them informative.

Who Does the Equal Employment Opportunity (EEO) Office Serve?

A common question we receive is: *"Who can utilize the EEO office?"* While we work closely with our military counterparts, our specific authority and the processing of complaints are governed by Army Regulation (AR) 690-600 – EEO Discrimination Complaints, which applies specifically to the Civilian workforce.

We provide EEO services to:

- **Current Army Civilian Employees:** Both Appropriated Fund (AF) and Non-Appropriated Fund (NAF) personnel
- **Former Army Civilian Employees:** Regarding matters that occurred during their employment
- **Applicants for Employment:** Anyone applying for a Department of the Army Civilian position
- **Contract Employees:** In specific instances where the Army exercises "de facto" control over the contractor's day-to-day work – often referred to as "Joint Employer"

Who is not covered by AR 690-600?

- **Uniformed Military Members:** Soldiers (Active Duty, Reserve, and National Guard in a Title 10 status) are served by the Military Equal Opportunity (MEO) office under AR 600-20

Pro Tip: If you are a supervisor, remember that while you may lead both Soldiers and Civilians, the process for addressing a complaint depends entirely on the status of the person filing it – Green Suitor v DAC

- **Family Members of a Servicemember NOT employed themselves by the Army**

Understanding “Employment Harm”: What Qualifies?

Many individuals feel “wronged” or “unhappy,” but for a complaint to be legally sufficient under AR 690-600, there must be a personnel action or a specific term, condition, or privilege of employment that was affected.

To move forward with an EEO complaint, a person must be “aggrieved.” In the simplest terms, this means that a specific action (or inaction) taken by management must have resulted in a direct, personal loss or harm to your employment status. This is often referred to as an “adverse employment action.”

An “aggrieved person” is someone who has suffered harm or otherwise has been negatively affected by an action.

Common Examples of Employment Harm:

- **Disciplinary Actions:** Letters of Reprimand, suspensions, or removals
- **Financial Impact:** Non-selection for a promotion, denial of a step increase, or denial of overtime
- **Work Assignments:** A reassignment with significantly different responsibilities or location
- **Performance Reviews:** A lower-than-deserved performance rating that affects bonuses or career progression
- **Harassment:** When the conduct of another is so severe or pervasive that it creates a hostile work environment

*Did you know that EEO complaints are made against **management** and not necessarily the person who posed harm to you (i.e., a coworker)?*

What Usually *Doesn't* Qualify as a Standalone Harm?

While frustrating, the following typically do not constitute a “legal harm” unless they are part of a larger pattern of harassment:

- A cold shoulder or “snub” from a supervisor
- Management asking for status updates on tasks
- General workplace gripes or minor personality clashes

The Rule of Thumb: Ask yourself, “Did this action, *or could it*, change my pay, my career potential or the ability to do my job?” If the answer is yes, and you believe the action was based on a protected category (like race, age, or disability), you should contact an EEO counselor within **45 calendar days** of the event.

The “Why”: Understanding Protected Bases

For an employment action to be considered discriminatory, it must be motivated by a person’s membership in a protected basis. In other words, there must be a “nexus” (connection) between the harm you experienced and one of the following categories:

- **Race:** Based on physical characteristics or ancestry
- **Color:** Based on skin pigmentation or complexion
- **Religion:** Includes both organized religions and sincerely held moral or ethical beliefs
- **Sex:** Includes pregnancy, sexual orientation, and gender identity
- **National Origin:** Based on your place of origin or your ancestors’ place of origin
- **Age:** Specifically protecting individuals who are 40 years of age or older
- **Disability:** Physical or mental impairments that substantially limit major life activities, or being regarded as a person with a disability
- **Genetic Information (GINA):** Using family medical history or genetic test results to make employment decisions
- **Reprisal (Retaliation):** Protecting those who have previously participated in an EEO process or opposed discriminatory practices

Did you know that reprisal is the #1 most common basis for EEO complaints? You are protected from retaliation for filing a complaint, testifying as a witness, or even just speaking up against workplace discrimination. The Army takes “freedom from fear of retaliation” very seriously to ensure the integrity of our workforce.

The Clock is Ticking: The 45-Day Rule

If you believe you have been subjected to discrimination or harassment based on a protected class, it is critical to know that the EEO process has strict, legally mandated timelines.

The Golden Rule: You must contact an EEO counselor to initiate the informal process within **45 calendar days** of:

1. The date the alleged discriminatory event occurred; OR
2. The date you first became aware of the event/action.

Why does this matter?

If you wait longer than 45 days, you may lose your right to pursue the complaint in the formal stage. Our goal is to address and resolve issues at the lowest level possible as quickly as possible. Waiting can make it harder to gather evidence or interview witnesses while memories are fresh.

How to Reach Us:

You don't need your supervisor's permission to contact us, and you may do so on official time.

- **Visit us:** 1042 William H. Wilson Ave, Bldg. 622, Suite 203 (2nd Floor)
- **Call us:** (571) 801-8481
- **E-mail us:** usarmy.stewart.usag.list.eeo-all@army.mil
- **Hours of Operation:** 0800 – 1630 hours, Monday through Friday

Meet the Staff

**EEO Officer
Shameka Howard**



**EEO Specialist
Kirstie Fuentes**

