



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09107-0401

IMSG-ZA

23. 12. 2019

MEMORANDUM FOR DISTRIBUTION

SUBJECT: USAG Stuttgart Command Policy Letter #3, Equal Employment Opportunity (EEO)

1. REFERENCE: Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715, Section 1, Element 1; Title 29 Code of Federal Regulations (CFR), Part 1614, Federal Sector Equal Employment Opportunity.
2. APPLICABILITY: Department of the Army (DA) appropriated and non-appropriated fund Employees, military, DA Civilian supervisors and managers.
3. PURPOSE: To provide behavioral expectations and guidance to Stuttgart personnel on Equal Employment Opportunity (EEO).
4. POLICY: USAG Stuttgart is committed to the Department of the Army's and Installation Management Command's policy to provide equal employment opportunity to all employees and applicants for employment.
5. Discrimination based on race, color, religion, gender (including gender-based discrimination such as pregnancy, gender identity, and gender stereotyping), national origin, age (40 or older), disability, or genetic information will not be tolerated. Discrimination based on retaliation for filing an EEO complaint, participating in the EEO process, or opposing any unlawful practice, policy, or procedure is prohibited.
6. USAG Stuttgart supports the EEOC's Essential Elements of a Model EEO Program.
 - a. Demonstrated commitment from leadership to equal opportunity for all employees and applicants for employment;
 - b. Integration of EEO into USAG Stuttgart's mission so that programs are organized and structured to maintain a workplace free from discrimination in policies, procedures, or practices;
 - c. Management and program accountability for the effective implementation and management of the EEO program;
 - d. Proactive prevention of unlawful discrimination and the elimination of barriers that impede free and open competition in the workplace;

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e. Continuous evaluation and improvement of EEO programs, striving for efficient, fair, and impartial processes; and

f. Responsiveness and full compliance with the law including EEOC regulations, orders, and other written instructions.


7. Leaders and supervisors will be proactive in preventing and eliminating unlawful discrimination and have the duty to recognize and eliminate improper behavior and violations of EEO policy. We will not permit unlawful prejudice directed against any member of the Stuttgart team to detract us from accomplishing our missions.

8. Annual EEO, Anti-Harassment, No Fear, and Complaints Procedure training is an essential part to the proactive approach and is mandatory for DA civilians and their military or civilian supervisors.

9. EEO is a mandatory performance standard for all supervisors. Leaders and supervisors will exhibit daily commitment to EEO through their manner and efforts to resolve conflict and address concerns in the workplace impartially and promptly, starting at the lowest level.

10. A copy of this policy will be posted on all official bulletin boards, official websites, and made available upon request.

11. The point of contact for this policy letter is the USAG Stuttgart EEO Manager at DSN 314-596-3652, Commercial 09641-705963652.


JASON W. CONDREY
COL, IN
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