



DEPARTMENT OF THE ARMY  
HEADQUARTERS, U.S. ARMY ALASKA  
724 POSTAL SERVICE LOOP # 5000  
JOINT BASE ELMENDORF-RICHARDSON, ALASKA 99505-5000

APVR-CG

NOV 22 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Employment Opportunity (EEO) for Civilian Employees  
(CG Policy # 0-07)

1. Reference:

- a. AR 600-20, Army Command Policy, 6 November 2014.
- b. AR 690-12, Equal Employment Opportunity and Diversity, 22 December 2016.
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.

2. Purpose: The purpose of this memorandum is to set policy within United States Army Alaska (USARAK) regarding EEO for appropriated and non-appropriated Civilian employees, and applicants seeking employment.

3. General: This policy applies to Soldiers, their Family members, Civilian employees, and contractors assigned, attached or employed by USARAK and tenant organizations or activities.

4. As Commanding General of USARAK, I am totally committed to EEO for appropriated and non-appropriated Civilian employees and applicants seeking employment. Everyone should have the opportunity to rise to their highest level of potential and work in an environment where all can fully contribute to accomplish the USARAK mission.

5. Equality is a fundamental principle of our Nation and the United States Army. EEO laws, executive orders, and regulations are designated to assure opportunities in employment-related areas are based on merit without regard to race, color, religion, gender, age, national origin, sexual orientation, parental status, disability or genetic information. Prohibited discriminatory practices, including sexual harassment and reprisal, are absolutely unacceptable and will not be tolerated.

6. EEO is a command program that collectively involves everyone. USARAK managers and supervisors have a continuing responsibility to contribute to the program by ensuring equality in hiring, training, awards, evaluations, promotions, discipline, retirement, and other personnel actions that affect Civilian employees. USARAK

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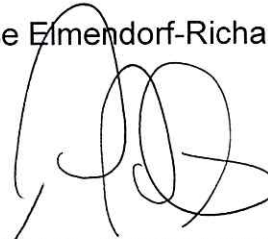
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employees have a continuing responsibility, as well, to treat others with dignity and respect, act appropriately, and refrain from prohibited forms of harassment. Everyone is responsible for maintaining a harassment-free work environment.

7. I am dedicated to a proactive and result-oriented EEO program. I recognize the value of a diverse workforce and resolving EEO concerns expeditiously and at the lowest possible level.

8. I expect full support of my EEO policy from each and every commander, supervisor, and employee under my command.

9. Point of contact for this policy is the Joint Base Elmendorf-Richardson EEO office at (907) 384-0336.

A handwritten signature in black ink, consisting of several overlapping loops and curves, positioned above the printed name.

PETER B. ANDRYSIK JR.  
Major General, USA  
Commanding

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