



DEPARTMENT OF THE ARMY
U.S. ARMY WHITE SANDS MISSILE RANGE
100 HEADQUARTERS AVENUE
WHITE SANDS MISSILE RANGE, NEW MEXICO 88002-5000

AMIM-WSG-EE

MAR 25 2024

MEMORANDUM FOR All White Sands Missile Range (WSMR) Personnel

SUBJECT: U.S. Army White Sands Missile Range – Command Policy on Equal Employment Opportunity (EEO)

1. REFERENCES.

- a. AR 690-12, (Equal Employment Opportunity and Diversity).
- b. Army Regulation 690-600. (Equal Employment Opportunity Discrimination Complaints).
- c. Army Directive 2016-25. (Civilian Employee Redress for Sexual Orientation and Gender Identity Discrimination).
- d. EEOC EEO MD-715, Equal Employment Opportunity, Management Directive 715, 1 October 2003.
- e. DOD Directive 5145.5, Alternative Dispute Resolution, 22 April 1996.

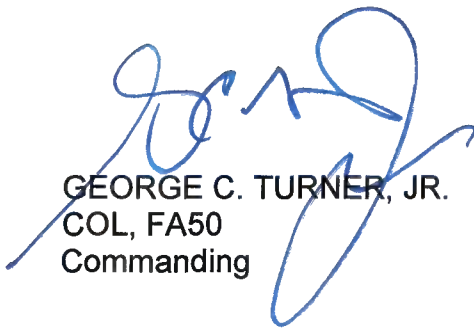
2. PURPOSE. To update the Commander's Policy on EEO.

3. Diversity is reflective of the changing Nation we serve. Successful mission accomplishment is dependent upon an environment where diversity of thought is respected, employment policies and procedures are transparent, inclusion is practiced. Commanders, leaders, and supervisors will embrace this program and ensure that information and knowledge, regarding EEO, is disseminated to every member of their team. I am personally committed to making WSMR a model employer of choice with a diverse, talented, and effective workforce.

4. The proponent for this policy is the EEO office, located at 124 Crozier, 2d Floor, White Sands Missile Range, New Mexico 88002, commercial (575) 678-2831.

TRUTH IN TESTING!

Encl


GEORGE C. TURNER, JR.
COL, FA50
Commanding

1. **APPLICABILITY.** This policy applies to all personnel assigned to or under the operational control of the U.S. Army White Sands Missile Range, in addition to applicants for employment and former employees of the U.S. Army WSMR and will be permanently posted on all official bulletin boards and websites.

2. **POLICY.** I fully support the concept, policies, and objectives of the (EEO) Program. EEO is a right mandated by law and an essential element of good leadership. A workplace free from discrimination and harassment is vital to developing and maintaining a mission ready workforce. Discrimination based on age, color, disability, sex (including pregnancy, sexual orientation, and gender identity), genetic information, national origin, race, religion, and reprisal will not be tolerated.

3. **RESPONSIBILITIES.** All WSMR leaders are responsible for ensuring that all employees are treated with dignity and respect. I will hold managers, supervisors, and employees responsible and accountable for complying with the laws and regulations that govern EEO.

All WSMR leaders will:

- a. Ensure all personnel actions; to include awards, promotions, and appraisals, are based on merit principles, abilities, and performance.
- b. Provide all employees, applicants, and former employees the ability to exercise their right to engage in the EEO complaint process if they believe an act of discrimination took place.
- c. Ensure employees are not subjected to retaliation for participating in any EEO activity.
- d. Have a responsibility to help prevent and eliminate harassment in the workplace and all employees have a duty not to engage in harassing conduct and to report any such conduct if it occurs.