



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

17 JUN 2024

AMIM-WSG-EE (800D-100)

MEMORANDUM FOR U.S. Army Garrison, White Sands Missile Range Personnel

SUBJECT: Garrison Command Policy Letter # 3 Equal Employment Opportunity

1. REFERENCES. AR 690-12, Equal Employment Opportunity and Diversity, 12 December 2019. .

2. APPLICABILITY: This policy applies to all personnel assigned to or under the operation control of, applicants for employment with, and former employees of the U.S. Army Garrison (USAG), White Sands Missile Range (WSMR), New Mexico, under Installation management Command (IMCOM).

3. POLICY.

a. As Commander, USAG, WSMR, I endorse and promote Equal Employment Opportunity (EEO) principles. I expect each leader, manager, and supervisor to comply with federal laws and Department of Army regulations prohibiting unlawful discrimination in the workplace, and to assist me in ensuring that equal employment opportunity remains the standard throughout the USAG WSMR area of responsibility.

b. We must provide opportunities based on merit, to each civilian employee, former employee, or applicant for employment, without regard to race, color, gender, national origin, age (40 and over), reprisal, religion, physical or mental disability, and genetics.

c. Unlawful discriminatory factors or practices are not to enter the decision-making process for job selections, work assignments, awards, trainings, discipline, or any other matter involving employment and official duties.

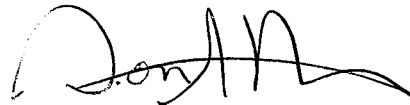
d. Equal employment opportunity and an environment free from prejudice and unlawful discrimination are essential to the fulfillment of our mission requirements, and to ensure all civilian employees are afforded an opportunity to achieve their full potential. Mission accomplishment can only be achieved in an environment of mutual respect, dignity, and fair treatment. In order to foster this environment, leaders must ensure that employment decisions are based solely on merit system principles.

4. Leaders, managers, and supervisors are responsible for ensuring that all civilian employees complete required annual mandatory equal employment opportunity training.

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5. This policy is effective upon signature and remains in effect until superseded or rescinded. Under the provisions of Title VII and 29 Code of Federal Regulations parts 1614, this policy statement will be posted on all official bulletin boards and official websites and made available upon request.6.. The proponent for this policy is the USAG WSMR EEO office, located at 124 Crozier, 2d Floor, White Sands Missile Range, New Mexico 88002. The POC for the Installation is the EEO Officer at (575) 678-2831.

A handwritten signature in black ink, appearing to read "D. Mozer", with a stylized flourish extending to the right.

DONYEILL A. MOZER
COL, LG
Commanding

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