DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL
FORT SILL, OKLAHOMA 73503

REPLY TO
ATTENTION OF

IMSI-EE

4 May 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Employment Opportunity (EEO), CG Policy Memo 12-25

1. References.

a. AR 690-600, Equal Employment Opportunity Discrimination Complaints.

b. 29 Code of Federal Regulation (CFR) Part 1614.

2. Policy.

a. I am committed to the Army's policy of ensuring equal employment opportunity (EEO) for all employees and applicants for employment. Viable EEO programs are an integral and essential element of Fort Sill's goal of developing a trained workforce, and creating a harmonious working environment for our employees that foster personnel readiness and commitment to mission accomplishment.

b. I must have your full support if we are to build a model EEO program. We must continue to reflect our nation's diversity that includes women, minorities, individuals with disabilities, and disabled veterans. Beyond the basic element of sound and effective recruiting to attract the best and the brightest, we must also concern ourselves with ensuring that opportunities for advancement, training, career development, and recognitions are afforded our current employees.

c. The EEO complaint process provides a medium for individuals to exercise their right to address perceived incidents of discrimination on the basis of race, religion, color, sex, national origin, age, disability, reprisal, and genetics. I encourage you to use Alternative Dispute Resolution methods to resolve complaints early in the complaints process.

d. Management officials at all levels must remain focused on what is right and set the example through strong leadership and personal commitment. No unlawful discrimination shall be tolerated. To say that equal employment opportunity is serious business is an understatement. It is fundamental to the success of our mission.

3. Proponent. The Equal Employment Opportunity Office, (580) 442-4024, is the proponent of this policy.

4. This CG Policy Memorandum supersedes CG Policy Memorandum, IMWE-SIL-EEO, 26 August 2009, subject: Equal Employment Opportunity (EEO), CG Policy Memo 09-3.

JAMES M. MCDONALD
Major General, USA
Commanding

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