



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON FORT WAINWRIGHT
1046 MARKS ROAD #6000
FORT WAINWRIGHT, ALASKA 99703-6000

IMFW-EE

40015

MEMORANDUM FOR SEE DISTRUBTION

SUBJECT: Equal Employment Opportunity (EEO) for Civilian Employees (Garrison Policy #6)

1. References:

- a. Equal Employment Opportunity Commission (EEOC), Equal Employment Opportunity, Management Directive 110 (EEOC MD-110), 5 August 2015.
- b. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 6 February 2004.
- c. 29 C.F.R. 1614, Federal Sector Equal Employment Opportunity, 9 November 1999.

2. The EEO program is designed to ensure all people are treated with dignity and respect but the objectives of the program can be met only through the united efforts of all personnel. In support of this, I will not tolerate discrimination based on race, color, religion, sex (including pregnancy and gender identity), national origin, age (40 or older), disability, genetic information, or retaliation for engaging in EEO activity. Discrimination violates the highest standards of honesty, integrity, and organizational values needed to carry out our mission. We cannot permit prejudice, in any form, to detract from the accomplishment of our mission, nor allow it to work against any member of the U.S. Army Garrison, Fort Wainwright team.

3. All personnel have a right to carry out their jobs and achieve their potential based on their abilities, merits, and qualifications. Our mission requires trust, which is achieved only when individuals know that they are treated fairly and with respect. Leaders at all levels have a special responsibility to recognize and eliminate improper behavior and violations of EEO policy. Leaders must make it clear that unlawful discrimination will not be practiced, condoned, or tolerated.

4. Any employee who believes that he or she has been subjected to unlawful discrimination should report the matter to the Garrison EEO Office or through the appropriate grievance procedures. When complaints arise, we must work to resolve them fairly and promptly, starting at the lowest possible level. Members of our team must be able to report violations without fearing acts or threats of reprisal.

5. This policy supersedes Garrison Policy #6, SAB, dated 23 Apr 14.

6. A copy of this memorandum will be posted on all official bulletin boards.

7. Please direct EEO policy questions to the EEO Manager, Stacie Mason, telephone: (907) 353-6917, email: stacie.r.mason2.civ@mail.mil.


SEAN C. WILLIAMS
COL, SF
Commanding

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