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

REPLY TO
ATTENTION OF:

IMFW-EE

OCT 04 2015

MEMORANDUM FOR SEE DISTRUBTION

SUBJECT: Equal Employment Opportunity (EEO) Complaints Processing (Garrison Policy #56)

1. Reference AR 690-600, Equal Employment Opportunity (EEO) Discrimination Complaints, 9 February 2004.

2. The Equal Employment Opportunity Commission (EEOC) enforces the prohibitions against employment discrimination in Title VII of the Civil Rights Act of 1964, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Sections 501 and 505 of the Rehabilitation Act of 1973, Titles I and V of the Americans with Disabilities Act of 1990 (ADA), Title II of the Genetic Information Non-discrimination Act (GINA) and the Civil Rights Act of 1991. These laws prohibit discrimination based on race, color, sex, religion, national origin, age, disability, and genetic information as well as reprisal for protected activity. The EEOC has held that a discrimination against an individual because that person is a transgender (also known as gender identity discrimination) is discrimination based on sex and therefore is covered under Title VII of the Civil Rights Act of 1964. The law also protects employees and applicants from retaliation if they oppose employment discrimination, file a complaint of discrimination, or participate in the EEO complaint process. Employees and applicants have a right to file a complaint against an agency they believe has discriminated against them.

3. Employees or applicants who intend to initiate an EEO precomplaint should contact the EEO Office within 45 calendar days of the discriminatory incident. For more information on the EEO complaint process or to initiate an EEO complaint, contact U.S. Army Garrison, Fort Wainwright EEO Office, 1046 Marks Road, Building 1045 (Murphy Hall), Fort Wainwright, AK 99703; EEO Manager, Stacie Mason, telephone: (907) 353-6917, email: stacie.r.mason2.civ@mail.mil.

4. This policy supersedes Garrison Policy #56, SAB, dated 23 Sep 13.

5. Please direct EEO policy questions to Stacie Mason, Garrison EEO Manager, (907) 353-6917 or via email at stacie.r.mason2.civ@mail.mil.

SEAN C. WILLIAMS
COL, SF
Commanding

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