



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
2405 GUN SHED ROAD  
JOINT BASE SAN ANTONIO FORT SAM HOUSTON, TEXAS 78234-1223

APR 14 2014

IMCG

MEMORANDUM FOR ALL US ARMY INSTALLATION MANAGEMENT COMMAND  
PERSONNEL

SUBJECT: Command Policy #2 — Equal Employment Opportunity (EEO)

1. REFERENCE. AR 690-12, Equal Employment Opportunity and Affirmative Action.
2. I am responsible for ensuring adherence to EEO practices and principles. I strongly promote the full realization of equal opportunity in employment. I require all members of the IMCOM team to strive for, achieve and maintain a positive work environment. Military and Civilian supervisors and managers must ensure a workplace where every employee is valued, treated with respect and dignity, and has an opportunity to contribute fully to the mission. Therefore, we will share an unequivocal commitment to promoting diversity. Adherence to the principles of EEO protects and preserves human dignity and makes all of us better teammates.
3. EEO is a mandatory performance standard for all supervisors. IMCOM leaders, managers and supervisors will exhibit commitment to EEO through their efforts to resolve conflicts and address concerns in the workplace. IMCOM'S ability to accomplish the mission is impacted, opportunities for achievement are lost, and the ability for our employees to reach their full potential is jeopardized when an employee or job applicant is discriminated against. We must eliminate all barriers to EEO to ensure fair competition and workforce development without regard to race, color, religion, sex, national origin, age, genetics, disability or reprisal. Additionally, any employee who believes that he or she has been subjected to unlawful discrimination based on non-merit factors (such as sexual orientation, marital status, parental status or political affiliation) may file a complaint with the Office of Special Counsel or use appropriate grievance procedures.
4. A workplace free from discrimination is vital to developing and maintaining a mission-ready workforce. Managers, supervisors and employees must understand and identify unlawful conduct and be proactive in their obligation to prevent prohibited discrimination. Our continuing efforts will maintain IMCOM's posture as a model employer of choice.

DAVID D. HALVERSON  
Lieutenant General, USA  
Commanding