



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 #6 — Policy Against Retaliation for Engaging in Protected
Equal Employment Opportunity (EEO) Activity

1. I expect all IMCOM leaders and personnel to ensure that anyone engaging in a protected EEO activity is safeguarded from retaliation. Supervisors and managers will not make employment decisions, harass or otherwise retaliate against an employee or applicant for engaging in protected EEO activity.
2. Protected EEO activity includes, but is not limited to participating in an EEO complaint as an aggrieved person, complainant or witness, reporting discrimination in the workplace or otherwise opposing discrimination, or membership in organizations that oppose discrimination. Retaliation against those who engage in protected EEO activities has a chilling effect on the due process rights of individuals to engage in the EEO complaint process and puts the agency at risk for findings of discrimination.
3. Federal law (Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, or the Rehabilitation Act) and Equal Employment Opportunity Commission (EEOC) regulations prohibit reprisal and retaliation against individuals who engage in protected EEO activity. The Department of the Army is subject to EEOC jurisdiction concerning discrimination based on reprisal or retaliation.
4. I expect all supervisors, managers and leaders to voluntarily comply and engage in effective enforcement to ensure that we provide a workplace that does not discourage employees from exercising their rights. EEO, legal and civilian personnel or human resources advisors are valuable assets who can provide assistance in this area. We must view our commitment to equal employment opportunity as a matter of personal integrity and accountability.

A handwritten signature in black ink, appearing to read "David D. Halverson", is positioned above the typed name.

DAVID D. HALVERSON
Lieutenant General, USA
Commanding