



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BLISS  
1 PERSHING ROAD  
FORT BLISS, TEXAS 79916-3803

IMBL-EE

POLICY MEMORANDUM # 3

10 December 2012

SUBJECT: Garrison Commander's Support of Equal Employment Opportunity

1. As the Commander of U.S. Army Garrison (USAG), Fort Bliss, Texas, I am committed to ensuring strict adherence to the Department of the Army's Equal Employment Opportunity (EEO) Program. I neither tolerate nor condone any action by civilian or military members of our community that does not promote the goals and objectives of the EEO program at Fort Bliss.
2. I expect all personnel assigned or attached to USAG Fort Bliss to abide by the letter and the spirit of the law. I hold Directors, managers, and supervisors accountable for a work environment free of any type of discrimination. Under the Total Army Performance Evaluation System (TAPES), I hold management officials accountable for EEO Programs by including EEO as a critical element in yearly performance plans and evaluations.
3. Title VII of the Civil Rights Act of 1964, as amended, guarantees equal employment opportunity for all employees and applicants without regard to race, color, religion, sex, national origin, age, physical or mental handicap. Moreover, any unwelcomed verbal or non verbal, deliberate, or repeated behavior of a sexual nature is considered sexual harassment and a form of sex discrimination. This conduct, on the part of any individual, can create a hostile environment that distracts from accomplishing our mission in an efficient and effective manner.
4. I entrust Garrison Leaders with the responsibility of ensuring equal opportunity without any discrimination, and an environment free of sexual overtones and innuendoes. We must all remain dedicated to ensuring fairness within our organizations and report violations expeditiously and correctly.

  
BRANT V. DAYLEY  
COL, AD  
Commanding

DISTRIBUTION:

A (less reserve component)