



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09107-0401

IMSG-ZA

1 2 JUN 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USAG Stuttgart Command Policy Letter #3, Equal Employment Opportunity

1. REFERENCES.

- a. Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715, Section 1, Element 1.
- b. 29 Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.
- c. IMCOM Command Policy #2, Equal Employment Opportunity (EEO).

2. APPLICABILITY. This policy applies to all personnel assigned to or under the operational control of USAG Stuttgart, former employees, and applicants for employment.

3. PURPOSE. To provide expectations to all USAG Stuttgart personnel on Equal Employment Opportunity and Complaint Procedures.

4. POLICY.

a. USAG Stuttgart is absolutely committed to the Department of the Army's policy in providing equal employment opportunity (EEO) to all employees and applicants for employment. Discrimination based on race, color, religion, gender (including gender-based discrimination such as pregnancy, gender identity, and gender stereotyping), national origin, age (40 or older), disability, or genetic information will not be tolerated. Additionally, discrimination based on retaliation for filing an EEO complaint, participating in the EEO process, or opposing any unlawful practice, policy, or procedure is unacceptable.

b. Employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition. EEO covers all personnel/employment programs, management practices and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

IMSG-ZA

SUBJECT: USAG Stuttgart Command Policy Letter #3, Equal Employment Opportunity

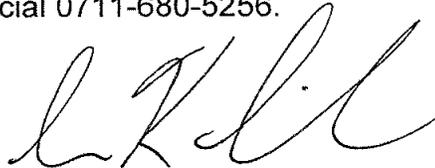
c. Our ability to accomplish the mission is compromised, opportunities for achievement lost, and the ability for our employees to reach their full potential is jeopardized when an employee or job applicant is discriminated against. We must eliminate all barriers to EEO whether purposeful or systemic, ensuring competition and workforce development in accordance with the Merit System as codified by law and practice.

d. EEO is a mandatory performance standard for all supervisors. Leaders and supervisors will exhibit daily commitment to EEO through their manner and efforts to resolve conflict and address concerns in the workplace.

e. EEO, Ant-Harassment, No Fear, and Complaints Procedure training is mandatory for employees, supervisors, and military supervisors of civilian employees.

f. A copy of this policy is to be posted on all official bulletin boards, official websites, and made available upon request.

5. PROPONENT. The point of contact for this policy letter is the USAG Stuttgart EEO Manager at DSN 430- 5256, Commercial 0711-680-5256.



GLENN K. DICKENSON
COL, MI
Commanding

DISTRIBUTION:
USAG Stuttgart Directors
USAG Stuttgart Office Chiefs