DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON
307 CHAMBERLAIN AVENUE
FORT GORDON, GEORGIA 30905-5730

REPLY TO
ATTENTION OF:

IMSE-GOR-EEO

NOV 15 2011

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 5 – Equal Employment Opportunity (EEO)

1. As the Commander of the US Army Garrison at Fort Gordon, I am committed to the principles of Equal Employment Opportunity for all employees and applicants for employment. It is essential that all individuals receive fair and equitable consideration in all areas of personnel management based solely on merit and ability. I expect all personnel to share in the responsibility to create and maintain an environment free from unlawful discrimination.

2. When an employee believes the principles of EEO law were violated in policy, procedures or practice, the employee is encouraged to consult with the EEO Office. Complaints of discrimination will be resolved fairly, expeditiously, and dispassionately at the lowest level possible. Managers will participate in the mediation process as a means of resolving the problem. Reprisal or intimidation against those employees who exercise their rights to seek resolution through the complaint procedures will not be tolerated. My commitment to EEO includes taking prompt remedial action to correct inappropriate behavior.

3. Our success in meeting established goals depends on our commitment to the Army's policy regarding equal employment opportunity and affirmative action. It is vital that we strive for a workforce that is representative of our nation's diversity and that allows everyone an opportunity to work at their full potential. Achieving and maintaining an environment that ensures equality for all requires the personal attention of all commanders, managers, and supervisors. While we have made significant progress in reaching our goals and objectives in equal opportunity for all, we must continue to embrace the concept in order to fully comply with the spirit of ARMY STRONG. Continued support from senior leaders will ensure that together we will succeed in meeting the dual mission of supporting the war fighter and maintaining a dedicated workforce.

4. This policy will be brought to the attention of all personnel, and a copy of this memorandum will be posted on the EEO website and on all primary bulletin boards.

5. The proponent for this action is the Equal Employment Opportunity Office, (706) 791-4551.

Robert A Barker
ROBERT A. BARKER
COL, SC
Commanding

This memorandum supersedes the Garrison Commander's Policy Memorandum No. 3 – Equal Employment Opportunity, dated 27 October 2009.