



**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BELVOIR  
9820 FLAGLER ROAD, SUITE 213  
FORT BELVOIR, VIRGINIA 22080-5928

REPLY TO  
ATTENTION OF

IMBV-EEO

13 October 2016

MEMORANDUM FOR US Army Fort Belvoir Garrison Personnel

SUBJECT: Fort Belvoir Policy Memorandum #2, Equal Employment Opportunity (EEO)

1. REFERENCE.

- a. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
- b. Army Regulation 690-12 (Equal Employment Opportunity and Affirmative Action), 4 March 1988.
- c. Army Regulation 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

2. PURPOSE. To provide EEO policy to all Fort Belvoir Garrison personnel.

3. APPLICABILITY. This policy statement applies to all military and civilian personnel assigned to or under the control of this command.

4. POLICY.

a. I am committed to carrying out results-oriented EEO programs, including all aspects of affirmative action. Each manager and supervisor is accountable for the success of the EEO programs. You will discharge your responsibilities in a manner to reflect credibility and promote integrity in every area of performance.

b. Commanders, managers and supervisors should identify problem areas, personally confront the issues, and vigorously seek solutions. Elements of doubt and misunderstanding must be eliminated. The Installation EEO staff is available to advise and assist individuals, as well as commanders, management officials, and supervisors.

c. Commanders, managers and supervisors cannot be alone in their pursuit of a discrimination free workplace. All employees must personally foster a discrimination-free work environment. Each employee should inform their chain of command of any acts they deem contradictory to my vision for a discrimination-free workplace. A discrimination-free workplace is everyone's responsibility.

**“LEADERS IN EXCELLENCE”**

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d. Viable EEO programs are an integral and essential element of Fort Belvoir's goal of developing a trained workforce, and creating a harmonious working and living environment for our personnel that fosters personnel readiness and commitment to mission accomplishment.

e. Each of you must actively support the policies and principles of EEO to ensure continued progress is made in these important programs. Your individual dedication and commitment to the programs provide a sound basis for us to achieve our stated goals and objectives.

5. PROPONENT. The proponent of this policy is the EEO Office, (703) 805-2006.



ANGIE K. HOLBROOK  
Colonel, AG  
Commanding