DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO
ATTENTION OF

IMNE-BEL-EEO 4 November 2011

MEMORANDUM FOR US Army Fort Belvoir Garrison Personnel

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

1. REFERENCE.

a. AR 600-20, Army Command Policy, 18 March 2008, RAR: 27 April 2010.

b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.

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, directors 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 and EO staffs are available to advise and assist individuals, as well as commanders, management officials, and supervisors.

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

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 foster personnel readiness and commitment to mission accomplishment.

e. Each of you must actively support the policies and principles of EEO and EO 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 as outlined in the EEO/EO Affirmative Action Program Plans.

f. This policy memorandum will be permanently posted on all official bulletin boards.

5. PROPONENT. The proponents of this policy are the EEO Office, (703) 805-2006 and EO Office, (703) 805-2288.

JOHN J. STRYCULA
Colonel, USA
Commanding