



DEPARTMENT OF THE ARMY
U.S. ARMY MANEUVER SUPPORT CENTER OF EXCELLENCE
14000 MSCOE LOOP, SUITE 316
FORT LEONARD WOOD, MISSOURI 65473-8300

ATZT-CG

19 APR 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy 10.2, Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. REFERENCES:

- a. Memorandum, OASA (M&RA), 10 November 2004, subject: Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity.
- b. Notification and Federal Employment Antidiscrimination and Retaliation Act of 2002 (No FEAR).
- c. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.
- d. Federal Sector Equal Employment Opportunity, 29 CFR 614 *et seq.*

2. GENERAL:

- a. This policy provides guidance and procedures to comply with Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Equal Pay Act, and the Rehabilitation Act.
- b. This policy applies to all personnel assigned to or under the operational control of, applicants for employment with, and former employees covered under AR 690-600 with the U.S. Army Maneuver Support Center of Excellence (MSCoE).

3. POLICY AND PROCEDURES:

- a. The Equal Employment Opportunity Commission's (EEOC's) rules and regulations clearly state that no person(s) will be subjected to retaliation for participating in any stage of the administrative or judicial proceeding under Title VII of the Civil Rights Act, the ADEA, the Equal Pay Act, or the Rehabilitation Act.
- b. The right to participate in the administrative EEO complaint process as a complainant, counselor, or witness is protected. Leaders may not fire, demote, harass,

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or otherwise "retaliate" against a current or former employee, or applicant for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination. It is imperative that supervisors ensure that their actions are not improperly motivated.

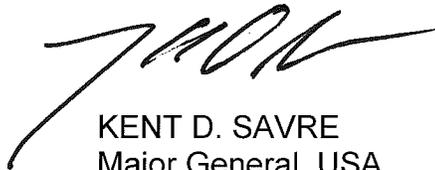
c. Retaliation against those who seek relief from discrimination, if permitted, would diminish the willingness of employees to speak out or participate in proceedings established to eliminate the unlawful conduct.

d. Compliance with the policy of against retaliation of any kind ensures a workplace that does not discourage employees from exercising their rights.

e. EEO, Staff Judge Advocate (SJA), and/or Civilian Personnel Advisory Center (CPAC) advisors can provide advice and assistance in this area. We must ensure that our employees view our commitment to equal opportunity in employment as a matter of personal integrity and accountability.

4. SUPERSESION: This policy supersedes memorandum, HQ MSCoE, ATZT-CG, 1 August 2014, subject: Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity.

5. PROPONENT: The Fort Leonard Wood Equal Employment Opportunity Office is the proponent and point of contact for this policy at (573) 596-0602.



KENT D. SAVRE
Major General, USA
Commanding

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