



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 6, Equal Employment Opportunity (EEO)

1. REFERENCES.

- a. AR 690-12 (Equal Employment Opportunity and Affirmative Action), 4 March 1988.
- b. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.
- c. EEO Management Directive 110 (MD-110), 5 Aug 2015.
- d. EEO Management Directive 715 (MD-715), 29 March 1983.

2. GENERAL.

- a. This policy establishes EEO guidance and standards to the U.S. Army Maneuver Support Center of Excellence (MSCoE), Fort Leonard Wood, assigned and attached personnel.
- b. This policy applies to all personnel assigned to or under the operational control of MSCoE, applicants for employment, and former employees.

3. POLICY AND PROCEDURES.

a. Diversity in today's Army is reflective of the changing Nation we serve. I am engaged in and committed to the concepts, policies, and objectives of the Army's Equal Opportunity in Employment Program. My objective is to maintain Fort Leonard Wood as a model employer of choice. A workplace free from discrimination and harassment is vital to developing and maintaining a mission ready workforce. Employees are protected by federal laws, Presidential Executive Orders, and other laws designed to protect federal employees from discrimination on the bases of race, religion, color, sex (including gender identity and sexual orientation), national origin, age, disability, family medical history or genetic information, and other non-merit based factors. It is also imperative that all leaders create an environment that enables our Civilian workforce to file an EEO complaint without fear of reprisal.

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b. Managers and supervisors are reminded of their responsibility to prevent, document, and promptly correct harassing conduct in the workplace. I expect all leaders, managers, and supervisors to share a commitment to sound management practices and EEO principles. We must eliminate all barriers to equal opportunities in employment for employees, applicants for employment, and former employees. Leaders must ensure that employees receive the opportunity to obtain and maintain core competencies and to develop to their full potential. I expect that our recruitment and selection processes support the full consideration of talented individuals. All personnel actions must be based upon merit factors, without bias or prejudice.

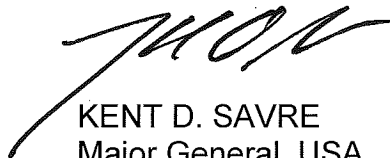
c. Individuals who perceive that they are victims of discrimination, including sexual harassment and retaliation, must contact an EEO official within 45 calendar days of the incident. Allegations of discrimination will receive immediate attention and will be processed in accordance with AR 690-600. Additionally, individuals who believe that he or she has been subjected to unlawful discrimination based on non-merit factors (such as marital or parental status, or political affiliation) may file a complaint with the Office of Special Counsel and/or use the appropriate grievance procedures.

d. Successful mission accomplishment is dependent upon an environment where diversity of thought is honored, policies and procedures are transparent, inclusion is practiced, and all team members are treated with dignity and respect. Our continuing efforts will maintain MSCoE's posture as a model employer.

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

4. SUPERSESSION. This policy supersedes memorandum, HQ MSCoE, ATZT-CG, 1 August 2014, subject: Command Policy 6, Equal Employment Opportunity (EEO), and is effective until superseded or revoked.

5. PROPONENT: The proponent of this command policy is the Equal Employment Opportunity Office, (573) 596-0602.



KENT D. SAVRE
Major General, USA
Commanding

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