



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, NATIONAL TRAINING CENTER AND FORT IRWIN
FORT IRWIN, CA 92310-5000

AFZJ-CG

23 MAY 12

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: NTC Policy Letter 03, Equal Employment Opportunity (EEO) Policy

1. PURPOSE: To establish the Fort Irwin policy on Equal Employment Opportunity.
2. APPLICABILITY: This applies to military personnel, Family members, and DA civilians.
3. REFERENCE: Army Regulation 690-12 (Equal Employment Opportunity and Affirmative Action) paragraph 1-4e (3), 4 March 1988.
4. POLICY: I am totally committed to providing Equal Employment Opportunity for all Civilian employees and applicants for employment without regard to race, color, gender, age, national origin, religion, disability, or on the basis of reprisal.

a. I expect all commanders, managers, and supervisors to ensure that EEO is applied to and is a part of all personnel management policies, procedures, and actions that affect employment, including recruitment, hiring, awards, transfers, training, promotions, and other types of recognition. Responsibility and accountability for EEO are integral to effective leadership and in attaining a talented and diverse workforce.

b. Equal Employment Opportunity success is critical to sustaining an equitable, fair, and positive work environment. Active support of EEO through the personal involvement of individuals is required at all levels. Employees perceiving issues of equal employment opportunity discrimination should report it to their chain of command, or consult the Installation EEO Office for guidance without fear of intimidation, reprisal, or retaliation.

5. PROPONENT: Point of contact for this information in the Installation EEO Officer at 380-4961.


TERRY FERRELL
Brigadier General, USA
Commanding

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