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

AFZJ-CG

AUG 10 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: NTC Policy #4, Equal Employment Opportunity (EEO) Policy

1. PURPOSE: To establish NTC and Fort Irwin policy on Equal Employment Opportunity policy.

2. APPLICABILITY: This policy supersedes all previous NTC policies with the above subject, remains in effect until specifically rescinded or superseded, and applies to all military personnel, Family members, and DA Civilians assigned or attached to the National Training Center.

3. 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. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015.

d. Executive Order 11478, Equal Employment Opportunity in the Federal Government, August 8, 1969, last amended May 8, 2000.

4. POLICY: It is the policy of the Government of the United States to provide equal opportunity in Federal employment for all persons, to prohibit discrimination in employment because of race, color, religion, sex, national origin, handicap, age, sexual orientation, or status as a parent and to promote the full realization of equal employment opportunity through a continuing affirmative program in each executive department and agency. This policy of equal opportunity applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of civilian employees of the Federal Government, to the extent permitted by law. I am totally committed to providing Equal Employment Opportunity (EEO) for all Civilian employees and applicants at the National Training Center and Fort Irwin.

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 (but not limited to) recruitment and hiring, training, transfers, promotions, awards, and other types of recognition. Responsibility and accountability for EEO are integral to effective leadership and in attaining a talented and diverse workforce.

b. EEO 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 discrimination should report is to their chain of command, or consult the Installation Equal Employment Opportunity Office for guidance without fear of intimidation, reprisal, or retaliation.

5. PROPONENT: Points of contact for this information in the Installation EEO Office at 760-380-4961.

JOSEPH M. MARTIN
Major General, USA
Commanding

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