



DEPARTMENT OF THE ARMY
HEADQUARTERS, 35TH AIR DEFENSE ARTILLERY BRIGADE
UNIT #2075
APO AP 96278-2075

EAAD-Z

24 June 15

MEMORANDUM FOR All 35th ADA Brigade Assigned Soldiers and Civilians

SUBJECT: 35th ADA Brigade Policy #5 – Equal Employment Opportunity (EEO) Program

1. References.

- a. AR 600-20, Army Command Policy, 7 Jun 2006
- b. AR 690-600, EEO Discrimination Complaints, 9 Feb 2004

2. Purpose. To ensure that all members of 35th Air Defense Artillery Brigade, KATUSAs, and civilian employees are aware of their Equal Employment Opportunity (EEO) rights to work in an environment free of discriminatory practices based on race, color, religion, sex, national origin, age, sexual orientation, or disability.

3. Discussion. EEO affects all employment practices, including recruitment, hiring, promotion, training, awards, reductions-in-force, disciplinary actions, and terminations. Therefore, any employee who believes that he or she has been discriminated against in an employment matter with regard to a term, condition or privilege of employment based on race, color, religion, sex, national origin, age (40+), disability, and/or reprisal has a right to pursue a complaint of discrimination.

a. Awareness training. Soldiers need to be made aware of AR 600-20, Army Command Policy, and AR 690-600, Equal Employment Opportunity Discrimination Complaints, and how they pertain to EEO issues and complaints. Commanders are responsible for implementing policies and programs that will heighten Soldier, KATUSA Soldier and civilian employee awareness of EEO issues and ensure their compliance with EEO policies.

b. Leadership Role. Discrimination adversely affects morale and discipline, interferes with mission accomplishment, and negatively affects readiness. Leadership at every level will not tolerate acts of discrimination, and will ensure the command's climate encourages every member of this command to freely identify and report discrimination of any form without the fear of intimidation, harassment or retaliation.

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4. Point of contact is the Brigade Equal Employment Opportunity Advisor at DSN 783-5567.



MARK A. HOLLER
COL, AD
Commanding