



REPLY TO  
ATTENTION OF

EACG

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, EIGHTH UNITED STATES ARMY  
UNIT #15236  
APO AP 96205-0009

0 8 JAN 2007

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy #2 – Equal Employment Opportunity (EEO)

1. REFERENCES.

a. [USFK Command Policy Letter #18](#), Equal Employment Opportunity (EEO), 28 MAY 06.

b. Title VII of the Civil Rights Act of 1964.

c. Title 29, Code of Federal Regulations 1614.

d. Title 10, United States Code, Section 1561.

e. Civil Rights Act of 1991 as amended.

f. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 MAR 88.

g. Federal Sector Equal Employment Opportunity, 9 NOV 99.

h. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 FEB 04.

i. Management Directive 715, 1 OCT 03.

2. PURPOSE. Ensure U.S. civilian employees and applicants for employment are aware of their EEO rights to work in an environment free of discriminatory practices.

3. BACKGROUND.

a. EEO affects all phases of employment, including recruitment, hiring, promotion, training, awards, reduction-in-force, disciplinary actions, terminations, etc. Therefore, any employee who believes 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 (mental or physical), and/or reprisal is entitled to pursue a complaint of discrimination.

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b. Discrimination adversely affects morale and discipline, interferes with mission accomplishment, and negatively affects readiness. I will not tolerate acts of discrimination, and want to ensure we have a climate that encourages every member of this command to freely identify and report discrimination of any form without fear of intimidation, harassment or retaliation.

4. DISCUSSION.

a. I am firmly committed, both personally and professionally, to the support and enforcement of EEO practices and principles. I expect all management personnel, military or civilian, to incorporate the concept of EEO in their day-to-day personnel management practices and management/employee interactions. Every effort should be made to resolve all EEO matters fairly and promptly, at the lowest possible level. I will tolerate nothing less than full support of this policy.

b. A copy of this policy memorandum will be posted on all official bulletin boards and made available to Eighth United States Army personnel.

5. PROPONENT. The Eighth United States Army EEO is the proponent for this policy. The POC can be contacted at commercial 011-822-7913-5724 or DSN 315-723-5724.



DAVID P. VALCOURT  
Lieutenant General, USA  
Commanding