DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
9301 CHAPEK ROAD
FORT BELVOIR, VA 22060-5527

REPLY TO
ATTENTION OF

CPL 07-06-AMCEE/AMCPE-EO

AMCEE/AMCPE-EO

02 May 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter - Policy Statement for Equal Employment Opportunity (EEO) and Equal Opportunity (EO)

1. References:

a. AR 690-12, Equal Employment Opportunity and Affirmative Action.

b. AR 690-600, Equal Employment Opportunity Discrimination Complaints.

c. AR 600-20, Army Command Policy.

2. The idea of human equality is fundamental to the existence of our democracy. The Army thrives on the diversity of its people.

3. The Headquarters, U.S. Army Materiel Command (HQ AMC) is fully committed to supporting the Equal Employment Opportunity (EEO) and Equal Opportunity (EO) program and its goals. Every employee will be treated fairly, with dignity and respect. Within the EO arena, it is the responsibility of leaders and subordinates to promote equality and to eliminate preferential treatment which serves as an impediment to readiness. To achieve the EEO program goal of a work force representative of this Nation's diversity, management must ensure that selection and employment practices are appropriate, fair, and based upon merit.

4. The Command policy is simple. No one will be subjected to discrimination, unfair treatment, or harassment of any nature. In the EO arena, commanders must insist on nothing less than equitable treatment based solely on merit, fitness, and capability without regard to race, color, religion, sex, gender, ethnicity, or national origin. Corrective action will be taken in the case of any violation of this policy.

5. The EEO and EO concepts are the cornerstones of personnel management programs within this Command. These EEO and EO concepts are inherent to good personnel management practices and must be an integral part of day-to-day management and employee relations. This responsibility is extended to every leader, manager and supervisor and military and civilian employee throughout this Command. Every AMC employee must prevent and eliminate all factors that inhibit productivity, achievement potential, and cohesiveness.

6. An atmosphere of trust and equality of opportunity are key ingredients to the teamwork necessary to successfully accomplish the EEO and EO missions. Therefore, everyone is encouraged to participate in the available EEO and EO training and to demonstrate a personal commitment to equal opportunity for all AMC personnel.

7. Any AMC individual in need of EEO services at a location not on an Army installation or without an assigned EEO Office (i.e., while in TDY status), will contact his/her respective MSC EEO Office or HQ AMCEE for support.

8. The commitment of every Soldier and civilian to our EEO and EO missions will ensure that this Command maintains the highest level of professional behavior and courtesy that marks AMC's commitment to excellence.

9. The POC for this action is the EEO Manager at (703) 806-8671, FAX (703) 806-8671, or email: gbyard@hqamc.army.mil.

//Signed//
BENJAMIN S. GRIFFIN
General, USA
Commanding

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