MEMORANDUM FOR

Commanders, Fort Knox Partners in Excellence
Commanders, All Units Reporting Directly to this Headquarters
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USACC

SUBJECT: Policy Letter 5 – Equal Employment Opportunity (EEO)

1. References:

2. Diversity in today’s Army is reflective of the changing Nation we serve. I am engaged in and committed to the concepts, policies, and objectives of the Army’s EEO Program. I expect all leaders to ensure a workplace where all applicants for employment and our civilian workforce supports our mission without discrimination or harassment based on race, color, national origin, gender, religion, age, disability, genetic information, or other impermissible basis. It is also imperative that all leaders create an environment that enables our civilians to file an EEO complaint without fear of harassment or reprisal.

3. I am strongly committed to ensuring discrimination does not exist in our policies, practices, or actions and expect no less than complete support by all Cadet Command and Fort Knox units and organizations. Leaders must understand, value, enforce, and be committed to the principles of EEO in all their personnel management practices.

4. Discriminatory actions are unacceptable. Allegations of discrimination will be dealt with expeditiously, with management’s personal involvement in their resolution. If unlawful discrimination is found to have occurred, appropriate disciplinary action will be taken.

5. Successful mission accomplishment is dependent upon an environment where diversity of thought is honored, policies and procedures are transparent, inclusion is practiced, and all team members are treated with dignity and respect.

6. The proponent for this policy is the Civilian Personnel Division, DCS G1 at 502-624-5430.

[Signature]
PEGGY C. COMBS
Brigadier General, USA
Commanding