



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FORCES COMMAND
4700 KNOX STREET
FORT BRAGG, NC 28310-5000

AFPE-EE (100)

6 Sep 22

MEMORANDUM FOR Headquarters, Commands Reporting Directly to FORSCOM

SUBJECT: FORSCOM Commanding General Policy Memo 3, Equal Employment Opportunity (EEO)

1. References:

a. Army Regulation (AR) 690-12 (Equal Employment Opportunity and Diversity), 12 December 2019.

b. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

c. Equal Employment Opportunity Commission, Management Directive 715, Equal Employment Opportunity, 1 October 2003

2. FORSCOM is fully committed to equal employment opportunity and the Army EEO Program. It is the policy of FORSCOM to maintain a model workplace free from harassment and other forms of discrimination on the bases of race, color, religion, sex (including harassment of a sexual or non-sexual nature, pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, or on the basis of reprisal for previous EEO activity or any other legally protected activities.

3. Responsibility and accountability for EEO are integral to effective leadership and in attaining and retaining a talented and diverse workforce. Therefore, all commanders, managers, directors, and supervisors are expected to ensure EEO is a fundamental part of all personnel management policies, procedures, decisions and actions that affect employment, including recruitment, hiring, transfers, awards, training, career development, separation, and recognition.

4. EEO success is critical to sustaining an equitable, fair and positive work environment. Accordingly, active support of EEO through the personal involvement of individuals is required at all levels. Employees perceiving issues of equal employment opportunity discrimination may report them to any management official in their chain of command or consult the FORSCOM EEO Office for guidance without fear of intimidation, reprisal, or retaliation. However, all informal and formal complaints of discrimination are filed with the servicing Garrison EEO Office for administrative processing.

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5. For additional information, contact the FORSCOM EEO Office at (910) 570-5132/5165 (DSN 670).
6. This policy supersedes any previous memorandum on this subject and is effective until it is superseded or rescinded.

A handwritten signature in black ink, appearing to read 'A. Poppas', with a long horizontal stroke extending to the right.

ANDREW P. POPPAS
General, USA
Commanding