DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926

SFIM-ZE

JUN 16 2003

MEMORANDUM FOR US Army Installation Management Agency Personnel

SUBJECT: US Army Installation Management Agency Policy Memorandum #2, Equal Employment Opportunity/Equal Opportunity

1. REFERENCES.

a. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, dated 4 March 1988.

b. Army Regulation 600-20, Army Command Policy, dated 13 May 2002.

2. PURPOSE. To provide guidance to all US Army Installation Management Agency (IMA) personnel on the Equal Employment Opportunity/Equal Opportunity Program.

3. APPLICABILITY. These procedures are applicable to all civilian and military personnel assigned to and/or under the operational control of the IMA.

4. POLICY.

a. Department of the Army's unequivocal commitment to equal employment opportunity (EEO), equal opportunity (EO) and universal standards of performance have earned its reputation as the most successfully integrated institution in the United States today. This success is attributable to the incorporation of EEO/EO principles, policies, and practices as an integral part of readiness and cohesion.

b. I place paramount emphasis on the importance of attracting, recruiting, developing, and retaining qualified personnel that represent America's talent and our nation. Equality, fairness and diversity are key ingredients that enable our Agency to develop and motivate a capable workforce to accomplish our mission. Each member of IMA is responsible to ensure that all persons are treated with dignity and respect, regardless of race, color, national origin, sex, age, religion or disability. IMA will maintain an environment free from discrimination for all personnel, while providing optimal opportunities to perform and advance within the organization. All IMA EEO/EO officials have my full support in the implementation of fully measurable and accountable programs.

c. Allegations of discrimination will be investigated in accordance with Army Regulations 690-600 and 600-20.

5. Proponent. The IMA Equal Employment Opportunity Office and the Equal Opportunity Office are the proponents for this IMA policy. POC is the Chief, EEO Office, at commercial 703-602-4308, DSN 332-4308.

ANDERS B. AADLAND
Major General, GS
Director