



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
EUROPE REGION
UNIT 29353, BOX 200
APO AE 09014-0200

IMEU-EE

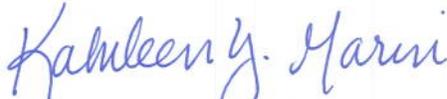
29 NOV 2011

MEMORANDUM FOR All IMCOM-Europe Region Personnel

SUBJECT: Equal Employment Opportunity (EEO) in IMCOM-Europe

This memorandum expires in 1 year.

1. This memorandum supersedes memorandum, IMCOM-Europe, IMEU-EE, 17 September 2010, subject as above.
2. Successful mission accomplishment can be achieved only in an environment of mutual respect, dignity, and fair treatment. Unlawful discrimination violates the highest standards of honesty, integrity, and organizational values needed to accomplish our mission.
3. The Equal Employment Opportunity (EEO) program is designed to ensure all people are treated with dignity and respect. The objectives of the program can be met only through the united efforts of all personnel. In support of this, I will not tolerate discrimination based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, genetic information, or retaliation for having engaged in EEO activity. I am committed to providing everyone a work environment where unlawful harassment, including sexual harassment, is not tolerated.
4. Leaders and supervisors at all levels have a special responsibility to support these objectives by recognizing and eliminating improper behavior and violations of EEO policy. We simply cannot permit unlawful prejudice, in any form, to detract from the accomplishment of our mission, nor allow it to work against any member of the IMCOM-Europe team.
5. All personnel must be allowed to carry out their jobs and achieve their potential based on their abilities, merits, and qualifications. Our mission requires trust, which can be achieved only when individuals know that they are treated fairly and with respect.
6. Leaders and supervisors will remain proactive in preventing and eliminating unlawful discrimination. Leaders must make it clear that unlawful discrimination will not be practiced, condoned, or tolerated. When complaints arise, we must work to resolve them impartially and promptly, starting at the lowest possible level. All personnel assigned to IMCOM-Europe must be able to report violations without fearing acts or threats of reprisal.
7. A copy of this memorandum will be posted on all official bulletin boards and made available to all personnel assigned to IMCOM-Europe.


KATHLEEN Y. MARIN
Director