



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON VICENZA
UNIT 31401, BOX 42
APO AE 09630

REPLY TO
ATTENTION OF:

IMVI-ZA

8 January 2014

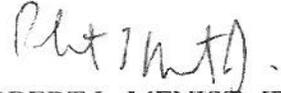
MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 01-2014 - Equal Employment Opportunity (EEO)

1. Reference AR 690-12, Equal Opportunity and Affirmative Action.
2. I endorse and promote EEO principles. I expect each leader, manager, and supervisor to comply with Federal laws and Department of Army regulations prohibiting unlawful discrimination in the work place, and to assist me in ensuring that equal employment opportunity remains the standard throughout the United States Army Garrison Vicenza area of responsibility.
3. We must provide opportunities based on merit, to each civilian employee, former employee, or applicant for employment, without regard to race, color, gender, national origin, age (40 and over), reprisal, religion, physical or mental disability, and genetics.
4. Unlawful discriminatory factors or practices are not to enter the decision making process for job selection, work assignment, awards, training, or discipline.
5. Equal employment opportunity and an environment free from prejudice and unlawful discrimination are essential to the fulfillment of our mission requirements, and to ensure all civilian employees are afforded an opportunity to achieve their full potential. Mission accomplishment can only be achieved in an environment of mutual respect, dignity, and fair treatment. In order to foster this environment, leaders must ensure that employment decisions are based solely on merit system principles.
6. Leaders, managers, and supervisors are responsible for ensuring that all civilian employees complete required annual mandatory equal employment opportunity training.

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7. Under the provisions of Title VII and 29 Code of Federal Regulations parts 1614, this policy statement will be posted on all official bulletin boards.



ROBERT L. MENIST, JR.
COL, IN
Commanding

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