



DEPARTMENT OF THE ARMY
UNITED STATES ARMY WAR COLLEGE AND CARLISLE BARRACKS
CARLISLE, PENNSYLVANIA 17013-5210

ATWC

15 September 2014

MEMORANDUM FOR All United States Army War College Personnel (USAWC) and Carlisle Barracks Tenant Units

SUBJECT: Policy Memorandum #15, Equal Employment Opportunity (EEO) and Equal Opportunity (EO) Policies on Discrimination, Reasonable Accommodations, and EEO Retaliation

1. The current pace of today's Army requires the effective use of our most valuable resources, our Soldiers and DoD Civilians. It is incumbent upon us as leaders to provide opportunities for growth and innovation as well as to learn new ways for improving our effectiveness and efficiency as leaders managing these changes. The idea of human equality is fundamental to the existence of our democracy. The Army thrives on the diversity of its people and we must ensure that everyone has an equal opportunity to succeed.

2. To assure implementation of successful programs at Carlisle Barracks, each commander, director, manager, supervisor, and leader must adhere to Equal Employment Opportunity (EEO) and Equal Opportunity (EO) principles. These principles include recruitment, hiring, promotion, awards, and training opportunities. EEO policies provide the framework for our command to maintain and enhance a positive work climate for our current and future workforce.

3. Any form of discrimination on the basis of race, color, religion, sex, national origin, reprisal, and in the case of Civilians, age, disability (mental or physical) or genetics is unlawful and interferes with mission accomplishment. Management will provide reasonable accommodations under the law and ensure Equal Opportunity for Individuals with Disabilities (to include disabled military veterans). Everyone will be afforded the opportunity solely on their abilities, not on their disabilities. Also, leaders and supervisors will ensure that anyone engaging in a protected EEO activity is safeguarded from retaliation and will not make employment decisions, harass, or otherwise retaliate against an employee or applicant for engaging in protected EEO activity. This includes but is not limited to, participating in an EEO complaint as an aggrieved person, complainant or witnesses, reporting discrimination in the workplace or otherwise opposing discrimination. Retaliation against those who engage in protected EEO activities has a chilling effect on the due process rights of individuals to utilize the EEO complaint process and puts the agency at risk for findings of discrimination. Our Army core values of integrity, duty and respect provide the guidelines of how we should treat our Soldiers and Civilians working and living at Carlisle Barracks.

4. Individuals who feel uncomfortable with addressing certain issues with their chain of command may seek assistance from the Installation EO Advisor, the EEO Officer, EEO Counselors, the Inspector General (contact 717-245-3741), Staff Judge Advocate, Civilian Personnel Advisors, Chaplain, Medical Personnel, or the Residential Communities Office (for housing discrimination issues). The Department of the Army is subject to EEOC jurisdiction concerning discrimination based on reprisal or retaliation.

ATWC

SUBJECT: Policy Memorandum #15, Equal Employment Opportunity (EEO) and Equal Opportunity (EO) Policies on Discrimination, Reasonable Accommodations, and EEO Retaliation

5. I am committed to the Army's EEO and EO programs and expect the same from all of Carlisle Barracks and U.S. Army War College military and Civilian personnel, not only commanders, directors, managers, supervisory and leaders. Unlawful discrimination will not be condoned, practiced, or tolerated. We must all view our commitment to EEO as a matter of personal integrity and accountability.

6. Point of contact for this policy is the USAWC EEO staff at (717) 245-3950/3151.

Handwritten signature of William E. Rapp in black ink, including the date 15 SEP 14.

WILLIAM E. RAPP
Major General, USA
Commanding General