DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT BELVOIR
9820 FLAGLER ROAD, SUITE 213
FORT BELVOIR, VIRGINIA 22060-5928

REPLY TO ATTENTION OF

IMBV-EO 17 August 2012

MEMORANDUM FOR US Army Fort Belvoir Garrison Personnel

SUBJECT: Fort Belvoir Policy Memorandum #3, Commander's Equal Opportunity (EO) Program

1. REFERENCE. AR 600-20, Army Command Policy, Chapters 6 and 7, and Appendixes D and E, 18 March 2008, RAR: 4 August 2011.

2. PURPOSE. To provide EO policy to all Fort Belvoir Garrison personnel.

3. APPLICABILITY. This policy statement applies to all military and family members assigned to or under the control of this command.

4. POLICY.

a. Unlawful discrimination will not be practiced, condoned or tolerated within this command.

b. I am committed to carrying out a results-oriented EO program, including all aspects of affirmative action. Each manager and supervisor is accountable for the success of the EO program. You will discharge your responsibilities in a manner to reflect credibility and promote integrity in every area of performance.

c. Commanders, directors and supervisors should identify problem areas, personally confront the issues, and vigorously seek solutions. Elements of doubt and misunderstanding must be eliminated. The Installation EO staff is available to advise and assist individuals, as well as commanders, management officials, and supervisors.

d. A viable EO program is an integral and essential element of Fort Belvoir's goal of developing a trained workforce, and creating a harmonious working and living environment for our personnel that fosters personnel readiness and commitment to mission accomplishment.

e. Each of you must actively support the policies and principles of EO to ensure continued progress is made in these important programs. Your individual dedication and commitment to this program provides a sound basis for us to achieve our stated goals and objectives as outlined in AR 600-20, Army Command Policy, Chapters 6 and 7, and Appendixes D and E.

f. Complaints of unlawful discrimination may be filed with the proponent of this policy. Complainants will not be subject to, and will be protected from, acts or threats of reprisal.

5. PROPONENT. The proponent of this policy is the EO Office at (703) 805-2288.

GREGORY D. GADSON
Colonel, FA
Commanding