



US ARMY GARRISON

Fort Lee, Virginia

EQUAL EMPLOYMENT OPPORTUNITY (EEO) OFFICE
NEWS BULLETIN



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BEFORE YOU TELL IT TO EEO: Attempt to resolve wrongs, violation of law, regulation, or policy at lowest level before you contact the EEO Office.

FUNCTIONS OF EEO: Compliance & Program Evaluation, Advisory Services, Complaint Processing, Training & Education, Affirmative Employment Program, and Special Employment Programs

Generations in the Workplace

What do you think of when you hear the term **“Generations”**? A Star Trek series on TV?, an ad for ancestry.com?, or maybe the younger “generation” that uses texting rather than calling on the phone? (You remember, the one attached to the wall in the kitchen.) I think of my grandmother’s house with chickens in the backyard, wringer washing machines, clothes lines, and long distance phone calls that meant something really important had happened. Grandma never did believe we actually went to the Moon. My father, a decorated WW II veteran, avoided flying and rode a train called the Atlantic Flyer when shuttling between Florida and Washington DC. His aversion to flying didn’t have anything to do with long TSA lines and the full body x-rays.

That background clearly indicates that I am a member of the Baby Boomers (born ≈ 1946 – 1964). The boomers grew up in prosperous times, coming of age during the Vietnam War and the Freedom Movement. They are generally considered optimistic, competitive, and willing to work hard for organizational success.

The Traditionalists (born before 1946) also known as the Great or GI Generation experienced the Great Depression and World War II. They were influenced by clearly defined sex roles and the military model. They are generally seen as dedicated, loyal, long-term employees.

Generation X (born ≈ 1965 – 1980) were born in the shadow of the Boomers during a time of change leading to single parent families, inflation, Watergate, and environmental concern. They are self-reliant, financially savvy, technologically sophisticated, and diverse.

Generation Y or the Millennials (born ≈ 1981 – 1999) will soon be the largest group in the workforce. Their history is still forming. They have grown up with an unprecedented exposure to diversity, technology, violence, and sexual themes. They generally have a global self-assured view and respond positively to opportunities involving technology.

When dealing with members of other generational groups, there are a few tips that will work in almost all situations:

Continued

- Avoid age-related name calling or offensive comments.
- Find a communications balance between email, voicemail, and face-to-face meetings.
- Be clear and direct in your language, avoid jargon.
- Encourage a friendly, open, and informal work environment.
- Be open to new and different ways of working.
- Encourage and embrace technology.

The Generation Z or the “Net” generation will be the next group to join the workforce. They will represent a new talent group.

By Jeffrey Greer, EEO Specialist (Intern)

EEO Counselor – Spotlight



David Furgeson

Logistics Management Specialist

Mr. Furgeson has worked for the Federal Government for over 11 years. He has worked as a Logistics Management Specialist on several projects for the TRADOC Capability Manager Sustainment C2 since he entered federal service. Mr. Furgeson has served as a collateral duty counselor since 2010. Mr. Furgeson volunteered to be an EEO counselor in order to help facilitate a resolution between the aggrieved and management. He says he wants to be part of the solution and use the techniques he has learned to facilitate a better work place. He says he truly believes in the EEO process and know it’s a valuable tool for the Commander, management and the aggrieved. Thanks for your support!

Initiating the EEO complaint process

Any employee, former employee, applicant for employment, or certain contract employee covered by AR 690-600, who believes that he or she has been discriminated against because of race, color, religion, sex, national origin, age, genetic information, physical or mental disability, and/or reprisal in an employment matter, including Equal Pay Act complaints, subject to the control of the Army, may initiate the EEO complaint process. This first phase of the EEO complaint process is referred to as the “pre-complaint” process. The pre-complaint process is set in motion when an individual contacts an EEO official and clearly exhibits intent to proceed with the EEO complaint process. The employee must initiate contact with the EEO Office (1) within 45 days of the action or practice alleged to be discriminatory; (2) In the case of a personnel action, within 45 days of the effective date of the action; (3) Within 45 days from when the aggrieved became aware of the alleged discriminatory action or practice.

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