



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
2511 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3926

22 FEB 2010

IMCG

**MEMORANDUM FOR All US ARMY INSTALLATION MANAGEMENT COMMAND
(IMCOM) PERSONNEL**

**SUBJECT: Command Policy #6 — Policy Against Retaliation for Engaging in Protected
Equal Employment Opportunity (EEO) Activity**

1. I expect all IMCOM leaders and personnel to ensure that anyone engaging in a protected EEO activity is also safeguarded from retaliation. Supervisors and managers will not make employment decisions, harass, or otherwise retaliate against an employee or applicant for engaging in protected EEO activity.
2. Protected EEO activity includes, but is not limited to participating in an EEO complaint as an aggrieved person, complainant, or witness, reporting discrimination in the workplace or otherwise opposing discrimination, or membership in organizations that oppose discrimination. Retaliation against those who engage in protected EEO activities has a chilling effect on the due process rights of individuals to engage in the EEO complaint process and puts the agency at risk for findings of discrimination.
3. Federal law (Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, or the Rehabilitation Act) and Equal Employment Opportunity Commission (EEOC) regulations prohibit reprisal and retaliation against individuals who engage in protected EEO activity. The Department of the Army is subject to EEOC jurisdiction concerning discrimination based on reprisal or retaliation.
4. I expect all supervisors, managers, and leaders to voluntarily comply and engage in effective enforcement to ensure that we provide a workplace that does not discourage employees from exercising their rights. EEO, legal and civilian personnel or human resources advisors are valuable assets who can provide assistance in this area. We must view our commitment to EEO as a matter of personal integrity and accountability.

RICK LYNCH
Lieutenant General, USA
Commanding