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

REPLY TO
ATTENTION OF

JUN 27 2006

IMAH-EEO

MEMORANDUM FOR All US Army Installation Management Agency Personnel

SUBJECT: US Army Installation Management Agency Policy Memorandum #2, Equal Employment Opportunity Policy

1. REFERENCE. AR 690-12, Equal Employment Opportunity (EEO) and Affirmative Action, 4 March 1988.

2. PURPOSE. To provide guidance to all US Army Installation Management Agency (IMA) personnel on EEO.

3. APPLICABILITY. This policy applies to all personnel assigned to or under the operational control of IMA in addition to applicants for employment with IMA and former employees of IMA. This policy memorandum supersedes IMA policy memorandum #2, February 14, 2006.

4. POLICY.

a. As the Director, U.S. Army Installation Management Agency, I am personally committed to equal employment opportunity objectives and to establishing and maintaining IMA as a model employer of choice. A workplace free from discrimination is vital to developing and maintaining a mission ready workforce. This agency's leaders, managers, and supervisors at all levels are to exhibit commitment to EEO through their efforts to resolve conflicts and address concerns in the workplace as they arise. When any employee or job applicant is discriminated against, the agency's ability to accomplish its mission suffers, opportunities for achievement are lost, and the ability for our employees to reach their full potential is jeopardized.

b. I expect all leaders, managers, and supervisors to share a commitment to sound management practices and EEO principles. We must eliminate all barriers to equal employment opportunity for employees and applicants for employment. All supervisors and managers must ensure that employees receive equal opportunity for maintaining core competencies and developing to their full potential. We must ensure that our recruitment and selection processes support the full consideration of talented individuals. All personnel actions must be based upon merit factors, without bias or prejudice.

c. I am committed to making IMA a workplace where every employee is valued and has an opportunity to contribute fully to the mission. I ask you to join me in this commitment. Adherence to the principles of EEO exemplifies prudent leadership.

d. A copy of this Policy is to be posted on all official bulletin boards, official websites and made available upon request.

5. PROCEDURES. N/A

6. PROPONENT. The HQ Office of Equal Employment Opportunity is the proponent for this policy. POC is Chief, Equal Employment Opportunity, commercial (703) 602-4308 or at DSN 332-4308.

JOHN A. MACDONALD
Brigadier General, USA
Director