



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
U.S. ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT HOOD
FORT HOOD, TEXAS 76544-5002

GARRISON POLICY
EEO - 02

IMHD-EE

26 JUL 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. REFERENCES:

a. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, dated 9 February 2004.

b. U.S. Army Installation Management Command Policy #6 - Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity.

2. **PURPOSE.** To establish the Garrison Commander's policy on Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity.

3. **APPLICABILITY.** This policy applies to all civilian and military personnel assigned to and/or under the operational control of the U.S. Army Garrison Fort Hood.

a. This command fully supports the laws which prohibit retaliation against an individual who has engaged in EEO protected activities. Protected activities include: opposing a practice made unlawful by one of the employment discrimination statutes, filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under the applicable statutes.

b. Supervisors and Managers must perform their duties without differentiating between employees who have engaged in protected activities and other subordinates. Individuals who oppose employment practices they reasonably believe to be unlawful, help us enforce the anti-discrimination statutes. Although these individual remain subject to appropriate supervision (including performance or disciplinary actions when necessary), Supervisors must ensure their actions are not motivated by or misperceived as a reaction to protected activities.

c. Retaliation against those who seek relief from discrimination, if permitted to go unaddressed, would diminish the willingness of employees to speak out or participate in proceedings established to eliminate unlawful conduct. Everyone's support will ensure our effort to provide a workplace that does not discourage employees from exercising

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their rights. Your EEO, legal and personnel advisors are valuable assets who can provide assistance in this area.

4. **PROPONENT.** The Fort Hood EEO Office is the proponent for this policy. Point of contact is the EEO Office at (254) 287-3602.

5. **EXPIRATION.** This policy memorandum supersedes all previous policies issued by the Garrison Commander and will remain in effect until superseded or rescinded.


MATTHEW G. ELLEDGE
COL, IN
Commanding

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IAW FORM 1853: A