



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON FORT HUNTER LIGGETT
BUILDING 238 CALIFORNIA AVENUE
FORT HUNTER LIGGETT, CA 93928-7000

IMHL-HR

18 DEC 2012

MEMORANDUM FOR US Army Garrison Fort Hunter Liggett (USAG FHL) Soldiers and Civilians

SUBJECT: FHL Policy #1, Equal Employment Opportunity (EEO) and Equal Opportunity (EO) Policy

1. REFERENCE.

- a. AR 600-20, Army Command Policy, 18 April 2008 (RAR 11 February 2009).
- b. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.

2. PURPOSE. To provide guidance to USAG FHL Soldiers and civilians on Equal Employment Opportunity (EEO) and Equal Opportunity (EO)

3. APPLICABILITY. These procedures are applicable to all civilian and military personnel assigned to and/or under the operational control of USAG FHL.

4. POLICY.

a. As the commander of USAG FHL, I am committed to the Army's EEO and EO programs, and I expect the same level of commitment from every member of the command. I will not condone or tolerate discriminatory behaviors or practices based on race, color, religion, sex, age, national origin, or handicap. Directors and Supervisors at every level will ensure fair treatment for all, based solely on merit and capability. Every Soldier, family member, and civilian employee has the right to present a complaint without fear of threats or reprisal.

b. I challenge our leaders to empower our workforce with the means necessary to reach their personal goals of success and full performance potential. I also expect the full, affirmative participation of every manager and supervisor to assure the full cooperation of all employees and Soldiers. We will meet the requirements in the above references through training, the consistent and fair application of policies, by setting high personal goals of success, and by always living the Army Values.

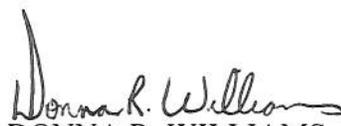
c. In order to ensure fairness and eliminate the appearance of favoritism in our hiring process all managers are responsible for alerting the command group of any potential for or appearance of favoritism towards any job applicant (relative to a Manager or hiring official). A four member command panel will review all applications for FHL and Parks Reserve Forces Training Area (PRFTA) positions where there is a risk

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of the perception of favoritism towards any relative. The panel will consists of one permanent representative from the installation Command, Legal, and Human Resource offices respectively. The fourth panel member will be the manager in charge of selection in the same functional area as the prospective applicant. The command recognizes the value of the Veteran and Military Spouse Preference Programs and will continue to support U.S. Armed Forces veteran and spouse applicants who desire priority consideration for competitive service positions. Nothing in this policy is to be taken as contrary to the existing preference programs.

5. PROPONENT. The Directorate of Human Resources is the proponent for this policy. POC is the DHR at (831) 386-2566.


DONNA R. WILLIAMS
COL, EN
Commanding