



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON BADEN-WUERTEMBERG  
UNIT 29237  
APO AE 09014-9237

IMEU-BW-ZA

7 July 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison (USAG) Baden-Wuerttemberg Policy Memorandum #43, Equal Employment Opportunity (EEO)

1. I am totally committed to the Department of the Army goal to provide equal employment opportunity and treatment without regard to race, color, religion, sex, age, national origin, genetic information and physical or mental disability, and reprisal.
2. I expect all Commanders, managers, and supervisors to ensure that equal employment opportunity is applied to, and is a part of, all personnel management policies, procedures, and actions that affect employment, including recruiting, hiring, assignments, transfers, training, promotions, discipline, and terminations.
3. Support for the principles of the EEO program will remain a critical element in the supervisory evaluations of managers, supervisors, and leaders who are responsible for maintaining a productive work environment free of discrimination.
4. Discrimination violates the high standards of honesty, integrity, and organizational values needed to execute our mission. Unlawful discrimination will not be tolerated. Behavior that could be discriminatory, including racist and sexist jokes and slurs is unacceptable.
5. I expect each manager, supervisor, leader, and employee to create and maintain an environment free of discrimination for our civilian employees. Supervisors will ensure that offenders receive swift and appropriate punishment in proven cases of discrimination. Civilians should report discrimination through their chain of command or to the EEO office to seek proper redress for complaints.
6. I encourage all managers, supervisors, leaders, and employees to make equal employment opportunity a reality throughout our work areas.
7. A copy of this memorandum will be placed on the website and all official bulletin boards.

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8. The point of contact for this policy memorandum is the EEO Manager at DSN: 373-5494 or CIV: 06221-17-5494.



BRYAN D. DECOSTER  
COL, MI  
Commanding

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