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

REPLY TO
ATTENTION OF

IMAH-EEO

FEB 14 2006

MEMORANDUM FOR All US Army Installation Management Agency Personnel

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

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

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 statement supersedes policy memorandum #2 dated October 19, 2004, signed by Major General Ronald L. Johnson.

4. POLICY.

a. As the Director, U.S. Army Installation Management Agency, I am personally committed to making IMA a model employer of choice with a diverse and effective workforce. A workplace free from discrimination is vital to developing and maintaining a mission ready workforce. This agency's leaders, managers, and supervisors must create an atmosphere where there is respect. 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 challenge our leaders to join me in making IMA a leader in equal employment opportunity. We must strive for excellence. 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. Point of contact is Ms. Seema E. Salter, Chief, Equal Employment Opportunity. She may be contacted by telephone at commercial (703) 602-4308 or at DSN 332-4308.

MICHAEL D. ROCHELLE
Major General, U.S. Army
Director