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 # 49, Policy Against Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. REFERENCE. Memorandum, OASA (M&RA), November 10, 2004, subject: Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity (Encl).

2. PURPOSE. To provide guidance and procedures to comply with Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Equal Pay Act and the Rehabilitation Act.

3. APPLICABILITY. This policy applies to all personnel assigned to or under the operational control of IMA in addition to applicants for employments with IMA and former employees of IMA. This policy statement supersedes policy memorandum dated February 11, 2005, signed by Major General Ronald L. Johnson.

4. POLICY.

a. The Equal Employment Opportunity Commission (EEOC) has issued several findings of discrimination against the Department of the Army relative to discrimination based on reprisal or retaliation against individuals who participated in protected EEO activities. The EEOC's rules and regulations clearly state that no person will be subjected to retaliation for participating in any stage of the administrative or judicial proceeding under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act (ADEA), the Equal Pay Act or the Rehabilitation Act .

b. Supervisors must continue to manage and not be intimidated by the protected activities of their employees. The legal right to protest against discrimination or to participate in the administrative complaint process as complainants, counselors or witnesses is mandated by applicable laws and regulations. It is imperative that supervisors remain professional in all dealings with employees and ensure that their actions are not improperly motivated.

c. Compliance with anti-discrimination statutes requires the initiative of individuals to freely question discriminatory behavior. 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 the unlawful conduct.

d. Your assistance and support ensures that we provide a workplace that does not discourage employees from exercising their rights. Your EEO, legal and civilian personnel/HR advisors are valuable assets who can provide assistance in this area.

5. PROCEDURES. N/A

6. PROPONENT. The HQ IMA Equal Employment Opportunity Office is the proponent for this policy. Point of Contact is Ms. Seema Salter, Chief, EEO, commercial (703) 602-4308, and DSN 332-4308.

Encl
as

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