



DEPARTMENT OF THE ARMY
UNITED STATES ARMY JAPAN
UNIT 45005
APO AP 96343-5005

AMIM-JNG-EE (690-12a)

07 AUG 2024

COMMAND POLICY MEMORANDUM 24-10

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SUBJECT: Equal Employment Opportunity Policy

1. I am engaged in and personally committed to the principles of Equal Employment Opportunity (EEO) and the implementation of policies and objectives to enhance the quality of work life and the productivity in the workplace. Discrimination based on race, color, religion, sex (including gender-based discrimination such as pregnancy, gender identity and gender stereotyping), national origin, age (40 years or older), disability (mental or physical) or genetic information will not be tolerated. Additionally, retaliation for filing an EEO complaint, participating in the EEO process, or opposing any unlawful practice, policy or procedure is unacceptable. My goal is to create a positive workplace where all employees feel that their contributions count. We must work together to become a model workforce and a workplace of choice.
2. We all play an important role in the accomplishment of our mission and have the right to work or advance based on merit, ability and potential, free from social, personal, or individual barriers of prohibited discrimination. It is my intent to foster an environment which enables all employees to reach their full potential.
3. A successful EEO program requires support and participation from all managers, supervisors, and employees. As a team, we must hold ourselves accountable for the acceptance, promotion, support, and success of the EEO program. Commanders, managers, and supervisors must lead by example and are responsible for implementing EEO policies in their daily actions, conduct, and decisions. I expect no less than complete support and commitment to the principles of EEO by all United States Army Japan leaders in all their personnel management practices and decisions.
4. This policy statement must be posted on all official bulletin boards.
5. This memorandum supersedes Command Policy Memorandum 21-05, 7 September 2021.

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6. Individuals who perceive that they are victims of discrimination, including sexual harassment, must contact an EEO official within 45 calendar days of the incident. Complaints will receive immediate attention and processed in accordance with Army Regulation 690-600 (Equal Employment Opportunity Discrimination Complaints).

7. Your primary point of contact for this policy is the U.S. Army Garrison Japan, EEO Office. They can be reached at 263-7182/3792.


DAVID B. WOMACK
MG, USA
Commanding

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