



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY 20TH CBRNE COMMAND
(CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR, EXPLOSIVES)
6573 HAVRE DE GRACE STREET, BUILDING 5016
ABERDEEN PROVING GROUND, MD 21005-5201

JUN 09 2020

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 20th CBRNE Command Policy Letter No. 7, Equal Employment Opportunity (EEO) Program

1. References.

a. Army Regulation (AR) 600-12 (Equal Employment Opportunity and Diversity), 22 December 2016.

b. AR 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

2. The 20th CBRNE Command is fully committed to equal employment opportunity and the Army EEO Program. It is the policy of the 20th CBRNE Command to maintain a model workplace free from harassment and other forms of discrimination on the basis of race, color, religion, sex, national origin, reprisal, disability, age, sexual orientation, gender identity, status as a parent, or any other impermissible basis, and to promote the full realization of EEO through a continuing diversity and inclusion program.

3. Responsibility and accountability for EEO are integral to effective leadership and in attaining and retaining a talented and diverse workforce. Therefore, all commanders, managers, directors and supervisors are expected to ensure EEO is a fundamental part of all personnel management policies, procedures, decisions and actions that affect employment, including recruitment, hiring, transfers, awards, training, career development, separation, and recognition.

4. EEO success is critical to sustaining an equitable, fair and positive work environment. Accordingly, active support of EEO through the personal involvement of individuals is required at all levels. Supervisors will notify employees about avenues of redress and encourage them to report instances of discrimination to their supervisors and the servicing EEO office. When made aware of problems, commanders and supervisors should consult with G1, servicing civilian personnel advisory center, or the 20th CBRNE labor counselor to ensure that appropriate steps are taken.

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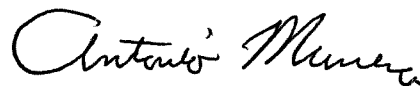
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5. EEO training will be provided to all civilian employees, regardless of employment status, and to all military personnel who supervise civilian employees or have responsibilities for civilian employee programs. This training will be completed annually.

6. All reports of discrimination will be taken seriously and addressed promptly and properly. In some circumstances, this may involve taking corrective action or disciplining those who discriminate. Employees perceiving issues of equal employment opportunity discrimination may report them to any management official in their chain of command or consult the 20th CBRNE Command Judge Advocate or Inspector General's Office for guidance without fear of intimidation, reprisal, or retaliation. However, all informal and formal complaints of discrimination are filed with the servicing Garrison EEO Office for administrative processing.

7. Expiration. This policy supersedes the 20th CBRNE Command Policy Letter No. 7, Equal Employment Opportunity (EEO) Program, dated 18 November 2019.

8. For additional information, contact your local Garrison EEO office or your unit Legal representative.



ANTONIO V. MUNERA
Brigadier General, USA
Commanding

DISTRIBUTION:

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COMMANDER, 52D ORDNANCE GROUP (EOD)
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HQ STAFF, 20TH CBRNE COMMAND