



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY CYBER CENTER OF EXCELLENCE
AND FORT GORDON
506 CHAMBERLAIN AVENUE
FORT GORDON GEORGIA 30905-5735

ATZH-CG

30 October 2015

MEMORANDUM FOR PERSONNEL ASSIGNED TO THE CYBER CENTER OF EXCELLENCE, FORT GORDON, GA 30905

SUBJECT: Commanding General's Policy Memorandum No. 4 – Equal Employment Opportunity (EEO)

1. References:

- a. Army Regulation 600-20, Army Command Policy, 06 November 2014.
- b. Army Regulation 690-12 (Equal Employment Opportunity and Affirmative Action), 04 March 1988.
- c. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, 09 February 2004.
- d. Equal Employment Opportunity Commission Management Directive 715, 01 October 2003.
- e. Equal Employment Opportunity (EEO) Commission Management Directive 110, 05 August 2015.

2. I am absolutely committed to the principles, policies, and objectives of the Army's EEO Program. Every civilian employee of the Cyber Center of Excellence is guaranteed equal employment opportunity based on their ability and merit standing. Nothing less than a positive work environment where every employee is valued, treated with respect and dignity, and has the opportunity to contribute fully to the mission is acceptable. This requires a commitment by every member of the Center of Excellence and must be evident in all actions to recruit, hire, train, promote, and recognize employees. Discrimination, in any form, will not be tolerated; every member of the Center of Excellence is charged with creating a positive work environment free of discrimination and reprisal.

3. Total leader involvement is critical to ensuring accomplishment of my intent. Adherence to and enforcement of EEO principles and personnel management policies is a mandatory performance standard for all supervisors. I expect every leader to be proactive, fair, consistent, positive and impartial in the enforcement of the tenets of EEO to prevent and resolve conflict, and address employee concerns.

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4. This policy will be briefed to all personnel, and a copy will be posted on the Center of Excellence website and primary bulletin boards.
5. This policy letter is effective until superseded or rescinded.
6. The point of contact for this action is the Installation EEO Office at 706-791-4551.



STEPHEN G. FOGARTY
Major General, USA
Commanding