



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
SOUTHERN REGIONAL MEDICAL COMMAND
4070 STANLEY ROAD, SUITE 121
JBSA FORT SAM HOUSTON, TEXAS 78234-2715

Policy Memo 15-024

MCSR-EEO

8 October 2014

MEMORANDUM FOR All Southern Regional Medical Command Personnel

SUBJECT: Equal Employment Opportunity for Civilian Employees and Job Applicants

1. Policy: To provide equal employment opportunity (EEO) in all aspects of employment for all civilian employees and job applicants regardless of race, color, religion, gender, age, national origin, disability, genetics, reprisal, sexual orientation, or status as a parent within Southern Regional Medical Command (SRMC). In addition, it is also the policy to maintain a work environment that is free of any form of unlawful discrimination, including all forms of workplace harassment (both sexual and non-sexual).
2. I fully support the EEO Program and its continued development as a model program in accordance with the EEO Commission Management Directive 715. Affirmative employment programs are designed to promote employment opportunities and to identify/address employment-related and diversity issues for women, minorities, individuals with disabilities, and disabled Veterans.
3. All employees will have the freedom to compete on a fair and level playing field with EEO for competition and will be provided prompt, fair, and impartial review and adjudication on complaints involving issues of employment discrimination.
4. EEO covers all personnel/employment programs, management practices, and decisions including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separations. Discrimination against employees based on protected genetic information or on information about a request for, or the receipt of, genetic service is prohibited.
5. No individual, on the basis of race, gender, color, national origin, disability, religion, age, genetics, reprisal, sexual orientation, or status as a parent, shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination in a federally conducted education and training program or activity.
6. SRMC will promote a positive, continuing affirmative employment program designed to eradicate barriers to employment and to achieve a representative work force, with special emphasis on minorities, woman, handicapped individuals, and disabled

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Veterans. Reprisal against one who engages in protected activity will not be tolerated, and this command supports the rights of all employees and applicants to exercise their rights under the civil rights statutes.

7. I charge commanders, managers, and supervisors to lead by setting a positive example. They must not tolerate any reprisal against those who exercise their rights under EEO. Designated officials will consider whether or not corrective action (e.g. disciplinary action or documentation in annual evaluations) is appropriate against managers or supervisors who engage in discriminatory actions. Equally as important is responsibility for management officials to support recognition for those who demonstrate significant achievements in EEO.

8. As Commanding General of SRMC, I want to stress the importance of remaining mindful of our EEO responsibilities to our supervisors and managers, both military and civilian. I fully support the Department of the Army's policy on EEO (AR 690-12); and I expect all SRMC leaders and employees to adhere to this policy.

9. Point of contact is Ms. Sherry Blake, SRMC EEO Manager, at DSN 421-2632, Commercial (210) 295-2632, or Email: sherry.m.blake.civ@mail.mil.

10. This policy statement will be posted on all official bulletin boards.


BARBARA R. HOLCOMB
Brigadier General, U.S. Army
Commanding General