



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND  
1ST CAVALRY REGIMENT ROAD  
FORT KNOX, KENTUCKY 40121-5123

ATCC-PAP (600-1aa4)

DEC 12 2022

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters  
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USACC

SUBJECT: Policy Memorandum 05 – Equal Employment Opportunity (EEO)

1. References.

a. Title VII of the Civil Rights Act of 1964 (Pub. L. 88-352), as amended in 42 U.S.C. 2000e, et. seq.

b. Equal Employment Opportunity (EEO) Commission Management Directive 715, 1 October 2003.

c. Army Regulation 690-12 (Equal Employment Opportunity and Diversity), 22 December 2016.

d. Army Regulation 690-600 (Equal Employment Opportunity Discrimination Complaints), 9 February 2004.

2. Diversity in today's Army reflects the changing Nation we serve. I am engaged in and committed to the concepts, policies, and objectives of the Army's EEO Program. I expect all leaders to ensure a workplace where all applicants for employment and our civilian workforce are treated fairly without discrimination or harassment based on race, color, national origin, gender, religion, age, disability, genetic information, sexual orientation, or other impermissible biases. It is imperative that all leaders create an environment that enables our civilians to file an EEO complaint without fear of harassment or reprisal. An otherwise legal action by management (e.g., transfer of an employee to a new office or change of duties) may become illegal if done in response to an EEO complaint or other protected activity.

3. I am strongly committed to ensuring discrimination does not exist in our policies, practices, or actions and expect no less than complete support by all Cadet Command units and organizations. Leaders must understand, value, enforce, and be committed to the principles of EEO in all their personnel management practices.

4. Discriminatory actions are unacceptable. Allegations of discrimination or witnessed acts of discrimination will be investigated promptly in compliance with Army Regulation

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(AR) 690-600. For personnel at Fort Knox, questions may be directed to the Fort Knox EEO Office at (502) 624-6196; for other Cadet Command personnel, contact TRADOC EEO at (757) 501-6507.

5. If unlawful discrimination is found to have occurred, appropriate disciplinary action will be taken.

6. Successful mission accomplishment is dependent upon an environment where diversity of thought is honored, policies and procedures are transparent, inclusion is practiced, and all team members are treated with dignity and respect.

7. The proponent for this policy is the Civilian Personnel Division, Deputy Chief of Staff, G-1 at (502) 624-5430.

  
ANTONIO V. MUNERA  
Major General, USA  
Commanding