



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
EUROPE REGION
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IMEU-ZA

SEP 09 2008

MEMORANDUM FOR All IMCOM-Europe Personnel

SUBJECT: Equal Employment Opportunity in IMCOM-Europe

This memorandum expires in 2 years.

1. My goal is to implement a model equal employment opportunity (EEO) program in IMCOM-Europe. I am committed to creating an environment free of discrimination. To do this, we must emphasize leadership, professional development, and concern.
2. Managers, supervisors, and other leaders have an inherent responsibility for maintaining an environment free of discrimination. Employees are responsible for addressing concerns through their supervisory chain of command and, as a team, we are all responsible for resolving concerns and conflicts early and at the lowest level.
3. Providing EEO is a core value of IMCOM-Europe and integral to our mission and strategic planning. We must eliminate discrimination and other barriers to EEO in the application process and in the workplace.
4. I am personally committed to the principles of EEO. I expect all members of IMCOM-Europe to promote these principles to meet the goals of diversity and a workplace free of discrimination.

A handwritten signature in black ink, appearing to read "Diane M. Devens".

DIANE M. DEVENS
Director