



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND  
EUROPE REGION  
UNIT 29353, BOX 200  
APO AE 09014-0200

SEP 09 2008

IMEU-ZA

MEMORANDUM FOR All IMCOM-Europe Personnel

SUBJECT: Policy Against Retaliation for Engaging in Protected Equal Employment Opportunity Activity

This memorandum expires in 2 years.

1. I am committed to resolving issues and concerns at the lowest level in IMCOM-Europe and endorse the fundamental principles of equal employment opportunity (EEO). I will not tolerate discrimination against anyone because of his or her age, color, disability, national origin, race, religion, or sex. These objectives can met only through the combined efforts of all IMCOM-Europe personnel. Leaders at all levels have a special responsibility to support these objectives by recognizing and eliminating improper behavior and violations.
2. Individuals must feel free to pursue their complaints without fear of retaliation or reprisal. IMCOM-Europe leaders will not retaliate against those who seek assistance from EEO offices. When complaints arise, we must work to resolve them fairly and promptly, starting at the lowest possible level. Employees should give management an opportunity to resolve these issues by using the chain of command before filing a complaint. They may, however, take their complaints directly to their servicing EEO office or through other channels, such as the chaplain, inspector general, provost marshal, or staff judge advocate. Servicing EEO offices are responsible for administratively processing complaints of employment discrimination.
3. I am committed to protecting individual rights and expect this organization to follow the principles of EEO. I encourage addressing issues of concern through the chain of command using the avenues of redress available and identifying solutions early.
4. Additional EEO information is available on the Equal Employment Opportunity website at <http://www.eeoc.gov/>.

DIANE M. DEVENS  
Director