



DEPARTMENT OF THE ARMY
US ARMY GARRISON PARKS RESERVE FORCES TRAINING AREA
BUILDING 620 6TH STREET
PARKS RFTA, CA 94568-5201

IMPR-ZA

15 September 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: PRFTA Policy #1, Equal Employment Opportunity and Equal Opportunity

1. REFERENCES.

- a. Civil Rights Act of 1964
- b. Age Discrimination in Employment Act of 1967
- c. Rehabilitation Act of 1973
- d. Equal Pay of 1963; 29 Code of Federal Regulations 1614
- e. Equal Employment Opportunity Commission Management Directive 715
- f. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1998
- g. Army Regulation 600-20, Army Command Policy, 22 October 2014

2. PURPOSE. To provide guidance on Equal Employment Opportunity (EEO) and Equal Opportunity (EO) to Parks Reserve Forces Training Area (PRFTA) personnel.

3. APPLICABILITY. This policy applies to all military and civilian personnel assigned to and under the operational control of PRFTA.

4. POLICY.

a. The PRFTA fully supports the principles of equal employment opportunity. Current and former employees, and applicants for employment with the PRFTA have the right to compete for employment and advancement based on ability and merit without regard to race, color, national origin, sex, age, religion, mental or physical disability, or reprisal for participating in protected EEO activity.

b. The principles of equal employment opportunity contribute to the successful accomplishment of the Army Reserve mission, and helps ensure the Army remains a

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vibrant and diverse organization. Equal employment opportunity is the standard by which we do business.

5. PROCEDURES.

a. Leaders at all levels will take action to ensure that the work environment is free of discriminatory policies or practices. Strong leadership, proactive personnel management, and accountability are critical to achieving equal employment opportunity to everyone. Leaders will insure that they and their employees receive EEO training, and when allegations of discrimination arises, take swift and immediate action to resolve employee complaints of discrimination or other workplace disputes.

b. Employees at all levels are responsible for upholding the principles of equal employment opportunity. This includes treating others with dignity and respect, reporting discriminatory behavior, preventing sexual harassment, and supporting the Commander's EEO program. We must work together as a team to create a healthy, positive work environment.

6. PROPONENT. The proponent for this policy is the office of the Garrison Commander at (925) 875-4650.



GERALD J. HALL
LTC, IN
Commanding

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