



DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON-DETROIT ARSENAL
6501 E. ELEVEN MILE ROAD
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IMNE-MIG-EEO

FEB 13 2009

MEMORANDUM FOR U. S. Army Garrison-Detroit Arsenal (USAG-DTA) Associates

SUBJECT: Policy Memorandum #11, Notification and Federal Employee Anti-Discrimination and Retaliation Act

1. REFERENCE.

- a. Public Law 107-174, Title I, General Provisions, section 101(1)
- b. Title VII of the Civil Rights Act of 1964, as amended
- c. 29 C.F.R Part 1614
- d. Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002
- e. AR 690-12, Equal Employment Opportunity (EEO) and Affirmative Action, 4 Mar 88
- f. AR 600-20, Army Command Policy, 13 May 02
- g. AR 690-600, EEO Discrimination Complaints, 9 Feb 04

2. PURPOSE. To provide EEO guidance to all Garrison personnel assigned to Detroit Arsenal.

3. APPLICABILITY. This policy is applicable to all civilian personnel assigned to and/or under the operational control of the USAG-DTA.

4. POLICY. Leaders within the Garrison will ensure all employees assigned are aware of the Notification and Federal Employee Anti-discrimination and Retaliation.

a. The No FEAR Act requires the Garrison to be accountable for violations of anti-discrimination and whistleblower protection laws.

b. The Act requires the Garrison to provide this notice to all employees assigned to inform them of the rights and protections available under the Federal antidiscrimination and whistleblower protection laws.

c. The Act protects individuals from coercion, intimidation, threat, harassment, or interference in their exercise of their own rights.

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d. Retaliation occurs when an employer, employment agency, or labor organization takes an adverse action against a covered individual because he or she engaged in a protected activity.

e. An employer may not fire, demote, harass or otherwise “retaliate” against an employee for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination.

f. The Garrison must maintain a fair and efficient process for employees to express their concerns and ensure that employees feel comfortable raising critical issues without fear of inappropriate reactions.

g. Any member of the Garrison who thinks he/she is experiencing retaliation will report the incident immediately to the Garrison EEO office. Directors will protect complainants from acts or threats of reprisal. The Garrison will treat all allegations of retaliation with the seriousness it deserves.

5. PROCEDURES. A copy of this policy statement will be posted in Directorate’s areas of responsibility, on all official bulletin boards, websites and made available upon request.

6. PROPONENT. The Equal Employment Opportunity (EEO) Office is the proponent for this USAG-DTA policy. POC is the EEO Office, IMNE-MIG-EEO, at commercial (586) 574-8354, or DSN 786-8354.


BRENDA LEE MCCULLOUGH
Garrison Manager