



DEPARTMENT OF THE ARMY
HEADQUARTERS, 25TH INFANTRY DIVISION AND U.S. ARMY HAWAII
BUILDING 580 KOLEKOLE AVENUE
SCHOFIELD BARRACKS, HAWAII 96857-6000

APVG-CG

26 JAN 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Hawaii (USARHAW) Policy Letter #8 - Equal Employment Opportunity (EEO) and Affirmative Employment

1. References.
 - a. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 Feb 04.
 - b. AR 690-12, Equal Employment Opportunity and Diversity, 12 Dec 19.
 - c. Americans with Disabilities Act of 1990. Public Law No. 101-336. Titles I and V. 104 Statutes 328 (1990).
 - d. Rehabilitation Act of 1973. Public Law No. 93-112.87 Statute 335 (1973).
2. Applicability. This policy applies to all Department of Defense civilians assigned to or present on any USARHAW installation. This policy applies both on and off post, during duty and non-duty hours.
3. Intent. To establish an EEO and Affirmative Employment policy for USARHAW, which has a direct, positive impact on mission accomplishment, morale, and recruitment of qualified job applicants.
4. Policy. This command will provide equal employment opportunity to Civilian employees and create an inclusive environment for all. Individuals have the right to compete for advancement based upon their abilities and merit, regardless of race, color, religion, sex, national origin, age, reprisal, disability, sexual orientation (including gender identity), status as a parent, or other impermissible basis.
 - a. Employees intending to file a complaint should make contact with an EEO counselor within 45 days of the date of action or matter giving rise to an allegation of discrimination.
 - b. Anyone engaging in such discriminatory conduct or who retaliates against those raising concerns about such conduct will be subject to disciplinary action.


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c. EEO affirmative employment programs will be implemented by military and Civilian supervisors. Well-qualified minorities, women, and persons with disabilities will be given full consideration for career-enhancing training, key assignments, and promotions to senior-level positions.

5. Prompt attention to small concerns allows us to fix them before they become major issues. We are all responsible for maintaining a workplace environment free of discrimination and focused on mission accomplishment and the welfare of our workforce.

6. Proponent. The proponent for this policy memorandum is the United States Army Garrison, Hawaii EEO Office, at 438-4963.



JOSEPH A. RYAN
Major General, USA
Commanding

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