



DEPARTMENT OF THE ARMY
ADMINISTRATIVE ASSISTANT TO THE SECRETARY OF THE ARMY
105 ARMY PENTAGON
WASHINGTON DC 20310-0105

MEMORANDUM FOR All Headquarters, Department of the Army Personnel

SUBJECT: Headquarters, Department of the Army Equal Employment Opportunity Policy

1. References.

- a. Army Regulation 690–12 (Equal Employment Opportunity Programs), 6 February 2025
- b. Army Regulation 690–600 (Equal Employment Opportunity Discrimination Complaints), 6 February 2025
- c. Secretary of the Army (Equal Employment Opportunity Policy Statement), 14 April 2025

2. Purpose. This memorandum reinforces Army policy to ensure Equal Employment Opportunity (EEO) and expresses the Headquarters, Department of the Army's (HQDA) commitment to remain diligent in maintaining a workplace free from discrimination, harassment, and retaliation. This policy applies to all current or former employees, applicants, or certain contract employees identified in reference 1b.

3. All Army employees and applicants are protected from unlawful discrimination. HQDA EEO program concepts, policies, objectives, and goals ensure equal treatment without regard to race, color, religion, sex, national origin, age (40 or older), disability (mental or physical), genetic information (individual or family medical history), pregnancy, childbirth or related medical condition, or for prior participation in protected EEO activity. An environment that promotes fair treatment, trust, respect and dignity is the key ingredient to the teamwork necessary to successfully accomplish the Army's mission. Pursuant to references 1a–1c, it is Army policy that:

- a. Anyone covered by this policy will not be subjected to unlawful discrimination, harassment, or retaliation. All HQDA personnel will work to ensure an atmosphere that supports the dignity of, and respect for, all.
- b. These protections extend to all management practices and employment decisions, including recruitment and hiring, performance appraisals, promotions, training, and career development programs. Consistent with these obligations, the Army provides reasonable accommodations to qualified employees and applicants for

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limitations caused by disabilities; for known limitations related to pregnancy, childbirth or related medical conditions; and for sincerely held religious beliefs and practices.

c. HQDA fully supports the laws that prohibit retaliation against an individual who has engaged in EEO-protected activities. Protected activities include opposing a practice made unlawful by one of the employment discrimination statutes or filing a complaint, testifying, assisting, or participating in any manner in an investigation, proceeding, or hearing under the applicable statutes.

4. Responsibilities.

a. EEO concepts are inherent to good personnel management practices and must be an integral part of daily management and employee relations. This responsibility extends to every leader, manager, and supervisor, and across all military and civilian personnel throughout HQDA.

b. Supervisors and managers must perform their duties without differentiating between employees who have engaged in protected activities and other subordinates. Although these individuals remain subject to appropriate supervision (including performance or disciplinary actions when necessary), supervisors must ensure that personnel actions are not motivated by protected activities.

c. Commanders, managers, and supervisors must be cognizant of their responsibilities to prevent unlawful conduct and to take immediate and appropriate action when such misconduct occurs.

d. All HQDA personnel will participate in EEO training and demonstrate a personal commitment to EEO principles.

5. Proponent. The proponent for this policy is the Directorate of Equal Employment Opportunity. For more information on the discrimination complaint process, or to discuss an employment issue, contact the directorate at usarmy.pentagon.hqda-eeo.mesg.office@army.mil or (703) 545-1255.

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