



98TH AREA SUPPORT GROUP

"TEAM OF TEAMS"

COMMANDER'S POLICY



POLICY NUMBER: 3

DATE: 21 July 2004

SUBJECT: Equal Employment Opportunity and Affirmative Employment

1. **REFERENCE:** AR 600-12(Draft) and EEOC Management Directive-714

2. **PURPOSE:** This policy announces the Commander's policy on Equal Employment Opportunity and Affirmative Employment.

3. **SCOPE:** This policy applies to all 98th ASG personnel

4. **POLICY:**

a. The employees of the 98th Area Support Group have a right to expect a work environment where they will be treated with dignity while performing their mission. Each individual has a right to seek advancement or promotion unhindered by discriminatory practices. Leaders at all levels are obligated to maintain a work area free of harassment and discrimination.

b. As leaders, we must continue to support the principles of equality to ensure fair treatment for all employees regardless of their race, color, national origin, religion, sex, age, disability (mental/physical) or any other nonmerit factor.

c. Equal Employment Opportunity and Affirmative Employment must be part of the fabric of all personnel decisions within the 98th Area Support Group. Federal agencies are required by law to implement a program to eliminate illegal discrimination where it exists in the workplace. Affirmative action does not mean that special treatment will be given to any group or that established qualification standards will be relaxed in an effort to overcome past employment practices that have operated to restrict employment opportunities.

d. I ask you to join me in my ongoing commitment to the Army standard of Equal Employment Opportunity and Affirmative Employment for all employees. We will continue to show the Army that the 98th Area Support Group is a leader in providing a work setting where employees of varying backgrounds can reach their potential and highest goals without discrimination.

AETV-WG-L

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5. **PROPONENT:** The Equal Employment Opportunity Office, DSN: 351-4603/4604 is the point of contact for information and assistance regarding the Equal Employment Opportunity and Affirmative Employment Program.

6. This policy memo supersedes 98th ASG Policy Memo 3, dtd 30 January 2003.

"Team of Teams!"



RUSSEL D. SANTALA
Colonel, AD
Commanding