



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON
PICATINNY ARSENAL, NEW JERSEY 07806-5000



IMNE-PIC-ZA

4 May 2011

MEMORANDUM FOR ALL PICATINNY EMPLOYEES

SUBJECT: Garrison Commander's Policy Letter – Diversity Policy

1. References:

- a. Title VII of the Civil Rights Act of 1964, as amended.
- b. Code of Federal Regulations (C.F.R) 29, Part 1614, 9 November 1999.
- c. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
- d. AR 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- e. AR 600-20, Army Command Policy, Rapid Action Revision (RAR), Issue Date: 27 April 2010, Effective 18 April 2008.
- f. Policy Letter, DA, 31 Jul 08, subject: Equal Employment Opportunity Policy for Civilian Employees.
- g. DoD Directive 1020.02, "Diversity Management and Equal Opportunity (EO) in the Department of Defense," February 5, 2009.

2. As the Picatinny Arsenal Garrison Commander, I am personally committed to amplifying an environment of diversity for appropriated and non-appropriated fund employees and applicants for employment. We must create a diverse workforce and nurture it so that all employees regardless of their race, color, sex, sexual orientation, religion, national origin, age, disability, reprisal, marital status, political affiliation, parental status, or genetic predisposition will work together to diligently achieve mission readiness.

3. Diversity is defined as the different characteristics and attributes of individuals. Picatinny Arsenal will make a conscious effort to blend the makeup of our employees with the ultimate goal of a highly diverse workforce. Once diversity is embraced, the Picatinny Arsenal culture will value inclusion of all Picatinny Arsenal personnel, which will remove barriers that lead to discriminatory practices and bring new ideas and capabilities to the workforce.

IMNE-PIC-ZA

SUBJECT: Garrison Commander's Policy Letter – Diversity Policy

4. Commanders, managers, supervisors, and employees must understand and identify with the importance of diversity by implementing and adhering to all equal employment regulations, policies, practices and procedures. Nothing captures better our seven core values of loyalty, duty, respect, self-less service, honor, integrity, and personal courage than having an inclusive workplace characterized by equality and commitment.

5. A copy of this policy will be posted on all official bulletin boards, official websites and made available upon request. Corrective action will be taken in the case of any violation of this policy. The proponent of this policy is the EEO Office, (973) 724-6953/4402/6367/6968.



HERB KOEHLER
LTC, LG
Garrison Commander