



DEPARTMENT OF THE ARMY
UNITED STATES ARMY FUTURES COMMAND
210 W. 7TH STREET
AUSTIN, TEXAS 78701-2903

FCCG

1 July 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U.S. Army Futures Command Equal Employment Opportunity Policy

1. References:

- a. Army Regulation (AR) 690-12, (Equal Employment Opportunity and Diversity)
- b. AR 690-600, (Equal Employment Opportunity Discrimination Complaints)
- c. Equal Employment Opportunity Commission (EEOC), EEO Management Directive (MD) for 29 C.F.R. Part 1614 (MD-110), 5 August 2015)
- d. EEOC MD-715, (Federal Responsibilities under Section 717 of Title VII and Section 501 of the Rehabilitation Act), 1 October 2003

2. This policy letter supersedes the previous Equal Employment Opportunity Policy dated 14 November 2022.

3. Applicability. This policy applies to all personnel, appropriated funds or non-appropriated funds, assigned to and/or under the operational control of the US Army Futures Command (AFC). These requirements also apply to applicants for employment with AFC, and employees in part-time, temporary, term, and full-time positions.

4. AFC is fully committed to EEO and a workplace free of discrimination, harassment, and retaliation. The workforce is encouraged to abide by the "Platinum Rule"- Treat others as they wish to be treated. Unlawful discrimination and harassment are unacceptable. This command will provide EEO for civilian employees and applicants for employment regardless of race, color, sex (including pregnancy, gender identity, and sexual orientation), religion, national origin, age (40 and over), mental or physical disability, reprisal, or genetic information. Furthermore, every employee and applicant for employment has the right to engage in protected EEO activity without fear of reprisal. Reprisal against anyone who has engaged in protected activity is not acceptable.

5. EEO is a fundamental tenet of our command culture. Adherence to its principles allows us to recruit, develop, and retain a diverse, qualified workforce focused on our mission as the developer of the future Army. Managers, supervisors, and leaders are

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accountable for ensuring equality of opportunity (e.g., training, career development, merit promotions, awards, and recognition) for all employees.

6. Managers, supervisors, leaders, and employees must communicate effectively and treat each other with dignity and respect. Unacceptable behavior detracts from our ability to execute the Army's mission.

7. Individuals who perceive they are being subjected to unlawful discrimination by any AFC civilian or military employee should report the matter to their chain of command, if possible, and/or to command EEO professionals. Individuals who perceive they are being subjected to prohibited discrimination and want to file an EEO complaint must report the matter within 45 calendar days from the date of the event giving rise to the complaint, or if a personnel action, within 45 calendar days of its effective date, to their servicing EEO Office.

8. Employees are strongly encouraged to use Alternative Dispute Resolution procedures to efficiently resolve workplace disputes.

9. AFC Commanders/Directors will publish and post written EEO command policy statements, updated at least once every two years, and display contact information for servicing EEO offices.

10. Labor Relations Obligations: Management officials and supervisors will fulfill all statutory and contractual labor relations obligations in the implementation of this policy. Where there is a conflict, existing collective bargaining agreements will take precedence over this policy until such time that conflicting labor relations issues have been resolved.

11. Post a copy of this policy within the Command on unit bulletin boards and in work areas, and otherwise make the policy available to all AFC personnel. The point of contact for this memorandum is the AFC Human Relations / EEO Program Manager at COMM 512-726-4127 or DSN 322-4127.

12. This policy is effective until superseded or rescinded.



JAMES E. RAINEY
General, USA
Commanding

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(see next page)

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