



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY DENTAL ACTIVITY
600 CAISSON HILL ROAD
FORT RILEY, KANSAS 66442-5043

MCBY-D

1 October 2011

MEMORANDUM FOR ALL DENTAC PERSONNEL

SUBJECT: Fort Riley DENTAC Policy Letter 3—Commander's Policy on Equal Employment Opportunity

1. As Commander, United States Army Dental Activity (DENTAC), Fort Riley, Kansas, I am committed and support the Equal Employment Opportunity Program.
2. The Equal Employment Opportunity Program is an important management tool designed to ensure that all DENTAC personnel are provided opportunities for advancement and self-fulfillment based on aptitude, attitude, performance, and merit.
3. Each supervisor and manager is charged with the responsibility to ensure that this policy is enforced to its fullest extent. Our individual and joint efforts, coupled with enthusiasm, determination and innovation, will make this DENTAC a leader in equal employment opportunity achievement as well as a leader in providing quality health care service throughout our military community.


MARSHALL R. COX
COL, DC
Commanding



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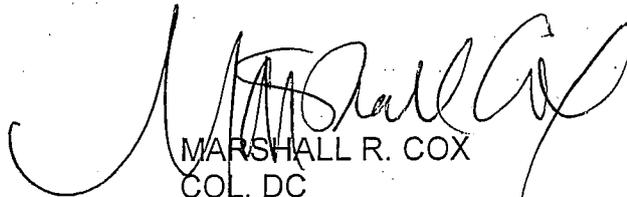
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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy— Policy Against Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. It is expected that all leaders and personnel ensure that anyone engaging in a protected EEO activity is also safeguarded from retaliation; supervisors and managers will not make employment decisions, harass, or otherwise retaliate against an employee or applicant for engaging in protected EEO activity.
2. Protected EEO activity includes, but is not limited to participating in an EEO complaint as an aggrieved person, complainant, or witness, reporting discrimination in the workplace or otherwise opposing discrimination, or membership in organizations that oppose discrimination. Retaliation against those who engage in protected EEO activities has a chilling effect on the due process rights of individuals to engage in the EEO complaint process and puts the agency at risk for findings of discrimination.
3. Federal law (Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act, or the Rehabilitation Act) and Equal Employment Opportunity Commission (EEOC) regulations prohibit reprisal and retaliation against individuals who engage in protected EEO activity. The Department of the Army is subject to EEOC jurisdiction concerning discrimination based on reprisal and retaliation.
4. I expect all supervisors, managers, and leaders to voluntarily comply and engage in effective enforcement to ensure that we provide a workplace that does not discourage employees from exercising their rights. EEO, legal and civilian personnel or human resources advisors are valuable assets who can provide assistance in this area. We must view our commitment to Equal Employment Opportunity as a matter of personal integrity and accountability.
5. The EEO Office is located on 500 Huebner Road, Room 120, Fort Riley, Kansas 66442 and can be reached at (785) 239-2595, DSN 856-2595.


MARSHALL R. COX
COL, DC
Commanding

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