DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND
8825 BEULAH STREET
FORT BELVOIR, VIRGINIA 22060-5246

REPLY TO
ATTENTION OF

IAPE-EE

24 March 2006

MEMORANDUM FOR ALL INSCOM PERSONNEL

SUBJECT: INSCOM Policy Memorandum #3, Commander's Equal Opportunity (EO)/Equal Employment Opportunity (EEO) Policy Statement

1. Every INSCOM Soldier, family member, civilian, or applicant for employment will be afforded EO/EEO and fair treatment regardless of race, sex, religion, color, national origin, age, or handicap (civilian employees only). Discrimination or harassment based on these factors is unacceptable and will not be tolerated at INSCOM. This policy shall be communicated to all officials and employees of the command and applies on and off post (military and their family members only), during duty and non-duty hours.

2. INSCOM places paramount importance on policies, practices, and principles that assure equal opportunity for all Soldiers, employees, and applicants. This policy shall be applicable to all aspects of employment within the command. We must ensure that EO/EEO is a fact for all INSCOM personnel, and that complaint, investigation, and substantiated allegations are handled appropriately. Members of the command, who believe they have been discriminated against, can file complaints without fear of intimidation, reprisal, or harassment. See policy Memorandum #26, Complaint Procedures, AR 600-20 (Army Command Policy), and AR 690-600 (EEO Complaints Process).

3. To achieve the goals of our EO/EEO programs, all employees are expected to assume responsibility for promoting our program objectives with the same priority for attainment of the command's mission. EO/EEO cannot be achieved without the deliberate support of each of us. It is an integral part of the responsibilities of each manager and supervisor. The degree of effort expended to further the goals of the civil rights program and the results attained will be factors in evaluations and performance ratings. This policy is my personal commitment to EO and EEO at INSCOM. Thank you all for your continuing commitment in this worthy endeavor.

4. POC is the INSCOM EEO Office, (703) 428-4643 or EO Office, (703) 428-4645.

5. This memorandum supersedes INSCOM Policy Memorandum #3, Equal Opportunity (EO)/Equal Employment Opportunity (EEO) Policy Statement, SAB, 28 February 2005.

JOHN DEFREITAS, III
Major General, USA
Commanding