

NASHVILLE DISTRICT
ANTI-DISCRIMINATION POLICY

Discrimination is against the law and will not be tolerated in the Nashville District. Employees, former employees, and applicants for employment are protected by law from discrimination because of race, color, religion, sex (including sexual harassment and sex-based wage discrimination), national origin, age, mental or physical disability, and/or reprisal in employment matters under the control of the Army.

It is Nashville District policy to adhere to the principles of equal employment opportunity (EEO) and assure that EEO program requirements are strictly enforced. To this end:

- All employees and applicants for employment will be provided equal employment opportunity, regardless of race, color, religion, sex, national origin, age, or disability.
- All employees will have the freedom to compete on a fair and level playing field with equal opportunity for competition.
- Equal employment opportunity covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.
- Workplace harassment (on the protected bases above) will not be tolerated. Allegations of harassment will be immediately investigated, and, where allegations are substantiated, appropriate action will be taken.
- Reprisal will not be tolerated against those who exercise their rights under the civil rights statutes.

Those who believe they are the victims of discrimination must contact the EEO Office within 45 days of the alleged act of discrimination before they may file a formal EEO complaint. In certain situations, individuals may also have other avenues of

redress, including the Administrative Grievance System, the Merit Systems Protection Board (MSPB) appeal process, and filing a civil action directly in an appropriate U.S. District Court. (The EEO Office should be contacted for specific information, as filing requirements vary depending on the forum in which a complaint is pursued.)

I fully expect and rely on managers and supervisors to employ sound, equitable personnel management practices to help minimize employee/applicant dissatisfaction in employment matters and decisions. However, when EEO complaints do arise, I encourage individuals to air their concerns freely and without fear of reprisal. Managers and supervisors must be open to resolution of complaints at the earliest stages, as the management role in the complaint process is critical. Nashville District leaders are vital to our achievement of a discrimination-free work environment.

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BYRON G. JORNS
LTC, EN
Commanding

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