



**DEPARTMENT OF THE ARMY**  
U.S. ARMY SPACE AND MISSILE DEFENSE COMMAND  
POST OFFICE BOX 1500  
HUNTSVILLE, ALABAMA 35807-3801

SMDC-EE Policy No. 690-11\*

JAN 31 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Employment Opportunity (EEO) Policy

1. As Commander, U.S. Army Space and Missile Defense Command (USASMDC), I want to personally state my support to the Army's EEO program. I embrace and am personally committed to the principles of equal employment opportunity for all persons regardless of their race, color, religion, sex (gender identity, sexual orientation or pregnancy), age, national origin, reprisal, disability or genetic condition.
2. I am personally committed to the principles of EEO in USASMDC, but commanders, managers, supervisors, and everyone involved in the personnel management process must share the responsibility for EEO and must provide the leadership. The success of the command's EEO program ultimately depends on individual decisions made by supervisors and managers who constitute an essential part of USASMDC EEO program. I expect commanders, supervisors, and managers to support this policy.
3. I want all managers and supervisors, both military and civilian, to remember that an integral part of their management responsibility is advancing the objectives of EEO to maintain a model EEO Program in their organizations. Positive efforts should be made to resolve EEO complaints fairly and promptly based on the merits; therefore, I expect all managers to ensure that EEO considerations are an inherent part of all decisions which may affect employees in their organizations.
4. Workplace harassment will not be tolerated and prohibited discriminatory practices are unacceptable. No person will be subject to retaliation for participating in administrative or judicial proceedings under Title VII of the Civil Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act or the Rehabilitation Act. Attainment of a model EEO program at USASMDC will provide the infrastructure necessary for the command to achieve the ultimate goal of a discrimination free work environment, characterized by an atmosphere of inclusion, free and open competition for employment opportunities.

---


\*This policy statement supersedes SMDC-EE Policy No. 690-11, 22 May 2017

SMDC-EE Policy 690-11\*  
SUBJECT: Equal Employment Opportunity Policy

5. The Army continues in its role as a leader, in ensuring that civilian employees are provided opportunities to develop to their full potential as they contribute to the realization of the Army's mission. In cultural, ethnic, and geographic diversity, the Army and USASMDC mirrors the diversity of the nation. We must, therefore, maintain a leadership role in the full and effective utilization of our human resources.

6. I am confident that with your full support we can accomplish our goal. I trust that each of you will join me in this effort. This notice is posted on the CMDNet as required reading for all assigned personnel. A copy of this memorandum will be permanently posted on all official bulletin boards until superseded.

"SECURE THE HIGH GROUND"

  
DANIEL L. KARBLER  
Lieutenant General, USA  
Commanding

DISTRIBUTION:  
D