



**DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND
4710 KNOX STREET
FORT BRAGG, NC 28310-5010**

AFRC-EEO

SEP 25 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General Policy #20-09: Retaliation for Engaging in Protected Equal Employment Opportunity Activity

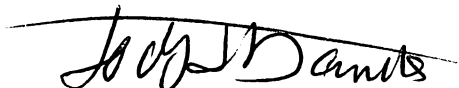
1. Reprisal or retaliation against employees or applicants for employment who participate in protected Equal Employment Opportunity (EEO) activity is unacceptable conduct and it is against the law. Individuals have the legal right to oppose practices they believe to be discriminatory or to participate in the administrative complaint process as complainants, counselors, or witnesses.
2. Federal law and the Equal Employment Opportunity Commission's (EEOC) directive clearly state no person will be subjected to retaliation for any practice made unlawful by federal laws, or for participating in any state of an administrative or judicial proceeding under these laws. The EEOC has issued findings of discrimination based upon reprisal for protected EEO activity. Findings of discrimination negatively impact an organization's resources and its ability to accomplish the mission.
3. Reprisal or retaliation for engaging in protected EEO activity is illegal and punishable in accordance with Army Regulation 690-700, Chapter 751, Table of Penalties. It is imperative that managers and supervisors ensure their actions and decisions are legitimate, non-discriminatory, and based on merit.
4. All personnel within the Army Reserve have a responsibility to prevent workplace discrimination. Effective mission accomplishment requires a positive command climate free of unlawful discrimination.

ENCLOSURE 10

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5. For assistance or questions about reprisal in the workplace, please contact the Army Reserve EEO Office at (608) 388-3106/3107, 1-888-838-4499 (toll free), 1-800-877-8339 (Federal Relay for the hearing impaired), or e-mail at usarmy.usarc.usarc-hq.mbx.eeo@mail.mil.



JODY J. DANIELS
Lieutenant General, U.S. Army
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