

Headquarters
US Army Armor Center and Fort Knox
Fort Knox, Kentucky 40121-5000
16 December 2003

*Fort Knox Reg 690-15

Civilian Personnel

FORT KNOX EQUAL EMPLOYMENT OPPORTUNITY COUNCIL (EEOC)

Summary. This regulation establishes policy and provides guidance for establishing a Fort Knox Equal Employment Opportunity Advisory Council (EEOC) for the installation, including Partners in Excellence, located within the boundaries of Fort Knox.

Applicability. This regulation applies to all US Army Armor Center (USAARMC) and Fort Knox major activities, directorates, staff offices/departments, and Partners in Excellence.

Suggested improvements. The proponent of this regulation is the Fort Knox Equal Employment Opportunity Office. Send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) through channels to Commander, USAARMC and Fort Knox, ATTN: ATZK-EE, Fort Knox, KY 40121-5000.

Availability. This regulation is also available on the Fort Knox Homepage at <http://knox-www.army.mil/garrison/doim/pubs/regs/R690-15.pdf>.

1-1. Purpose. This regulation establishes an Equal Employment Opportunity Council (EEOC) for the installation. The EEOC will:

a. Identify significant actual or potential problems within the installation, which pertain, or are related to, the Equal Employment Opportunity (EEO) program and develop recommendations concerning these problems. Recommendations that cannot be implemented by the EEOC will be furnished to the Installation Commander for decision.

b. Promote and assure equal employment opportunity for all persons without regard to race, color, sex, national origin, religion, age, handicapping condition, or reprisal.

2-1. Reference. Army Regulation 690-12, Equal Employment Opportunity and Affirmative Action, 4 Mar 88.

3-1. Responsibilities.

*This regulation supersedes Fort Knox Reg 690-15, 6 Feb 01.

a. The EEOC will consist of representatives from the major civilian employers and employee representatives on the installation: 1st Armor Training Brigade (ATB); 16th Cavalry Regiment; Directorate of Community and Family Activities (DCFA); Directorate of Base Operations Support (DBOS); G3/Directorate of Plans, Training, Mobilization, and Security (DPTMS); Director of Resource Management (DRM); Law Enforcement Command, (LEC); Directorate of Training, Doctrine and Combat Development (DTDCD); US Army Medical Department Activity (MEDDAC), Fort Knox; HQ, US Army Recruiting Command; US Army Accessions Command; and the American Federation of Government Employees (AFGE). The Civilian Personnel Advisory Center (CPAC); the Office of the Staff Judge Advocate (SJA); and the Fort Knox EO and EEO Offices will have advisory representatives on the Council.

b. Meetings of the EEOC will be held semi-annually, during the 2^d and 4th Quarter, and will be chaired by the Garrison Commander and the EEO Officer.

c. The EEO Office will provide the council information on:

(1) The status of EEO complaints, including pre-complaint counseling activities, mediation, and the status of formal complaints.

(2) Statistical information on the composition of the workforce, including areas of under representation.

(3) Progress which has been made in reaching parity with the Civilian Labor Force as outlined in the annual Affirmative Employment Plan.

(4) Accomplishment reports on mandatory EEO training.

(5) Activities of the Special Employment Program Committees.

d. Based upon the above information, the council will:

(1) Determine actions that can be taken to overcome barriers to the employment and promotion of women, minorities, and people with disabilities.

(2) Review discrimination complaint activity to analyze, identify, and recommend actions required to enhance employment policies and practices.

(3) Monitor recruitment and promotion efforts to ensure that minorities, women, and people with disabilities are considered.

(4) Recommend corrective actions to be taken by appropriate officials when adverse trends and artificial barriers are identified.

(5) Review the Affirmative Employment Plan (AEP) for adequacy and assess progress toward achieving parity, including review of statistical data on workforce composition.

(6) Review the status of Special Emphasis Programs (SEP) and assist in planning and executing SEP activities and goals.

(7) Recommend appropriate activities to support and enhance special observances such as National Hispanic Heritage Month, Black History Month, Women's History Month, and similar activities.

(8) Ensure that personnel within their organization receive mandatory EEO training, to include Training in the Prevention of Sexual Harassment, Annual EEO Update Training, and EEO training for new supervisors.

FOR THE COMMANDER:



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