

DEPARTMENT OF THE ARMY  
U.S. ARMY COMBAT CAPABILITIES DEVELOPMENT COMMAND  
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FCDD-CG

DEVCOM PL 1-23-09  
7 September 2023

MEMORANDUM FOR All U.S. Army Combat Capabilities Development Command Employees

SUBJECT: DEVCOM Policy Letter - Equal Employment Opportunity, Diversity and Inclusion

1. References:

- a. Title VII of the Civil Rights Act of 1964 (Pub. L. 88-352) (Title VII), as amended.
- b. The Age Discrimination in Employment Act of 1967 (ADEA), as amended.
- c. The Equal Pay Act of 1963 (29 USC §206(d)), as amended.
- d. The Rehabilitation Act of 1973 (29 USC §791 et seq.), as amended.
- e. The Genetic Information Nondiscrimination Act of 2008 (GINA).
- f. Title 29 C.F.R. Part 1614, Federal Sector Equal Employment.
- g. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- h. AR 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.
- i. The Army People Strategy, October 2019.

2. Applicability. This policy applies to all personnel, appropriated or non-appropriated funds, including employees in part-time, temporary, term, and full-time positions assigned to and/or under the operational control of the U.S. Army Combat Capabilities Development Command (DEVCOM). These requirements also apply to applicants for DEVCOM employment.

3. I affirm DEVCOM's commitment to equal opportunity in employment and fostering a diverse workforce and an inclusive work environment in which all employees are valued, treated with dignity and respect, have equal access to opportunities and resources, and can contribute to their fullest potential.

4. Embracing these principles strengthens our command climate and culture by enabling communication, collaboration, and trust; provides the foundation for innovation



FCDD-CG

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and creativity to solve the Army's toughest technological challenges; and allows us to recruit, develop, and retain a world-class workforce focused on advancing our mission and the Army Modernization Enterprise.

5. Accordingly, it is the policy of DEVCOM to provide equal employment opportunity for all employees and applicants for employment and prohibit discrimination and harassment based on race, color, sex (including pregnancy, gender identity, and sexual orientation), religion, national origin, age (40 and over), disability (physical and/or mental), genetic information (including family medical history), reprisal for engaging in protected activity, veteran status, marital status, parental status, or other non-merit-based factors and to promote the full realization of EEO through a continuing diversity and inclusion program.

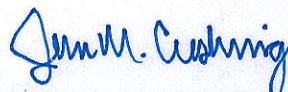
6. These rights and protections apply to all aspects of employment and personnel policies, practices, and decisions, including recruitment, hiring, performance management, awards and recognition, promotions, training, and career development programs.

7. Employees and applicants for employment have the right to report incidents of discrimination or harassment without fear of retaliation. We will take prompt action when a DEVCOM employee is found to have engaged in discrimination, retaliation, or harassment (including sexual harassment). Civilians who believe they have been subjected to prohibited discrimination and want to engage the EEO complaint process must report the matter within 45 calendar days of an alleged discriminatory action or, in the case of a personnel action, within 45 calendar days of its effective date, to their servicing EEO Office.

8. It is incumbent upon each of us, at every level, to ensure that DEVCOM sets the best example of equity, diversity, and inclusion. Each of us must take responsibility for implementing this policy and cooperating fully in its enforcement. In doing so, we reaffirm DEVCOM's commitment to a workplace free of unlawful discrimination, harassment, and retaliation; a diverse workforce; and an inclusive work environment.

9. This policy supersedes memorandum, FCDD-CG, 9 July 2021, subject: DEVCOM Policy Letter - Equal Employment Opportunity (EEO), Diversity, and Inclusion.

10. The proponent for this policy is the HQ DEVCOM Office of Diversity, Equity and Inclusion, FCDD-OD, commercial 410-306-1439 or DSN 458-1439.



JOHN M. CUSHING  
Brigadier General, USA  
Commanding