



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY DENTAL COMMAND
2050 WORTH ROAD
FORT SAM HOUSTON, TEXAS 78234-6000

REPLY TO
ATTENTION OF

MCDS

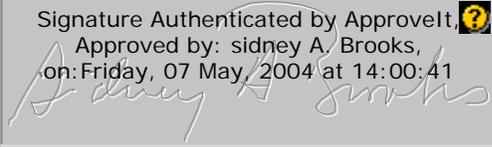
25 March 2004

MEMORANDUM FOR All U.S. Army Dental Command Personnel

SUBJECT: U.S. Army Dental Command (DENCOM) Policy 04-32, Commander's Policy Statement the Civilian Equal Employment Opportunity (EEO) Program

1. The EEO emphasis throughout the U.S. Army Dental Command (DENCOM) is on respect for the individual and creation of an environment in which people are empowered and motivated because they are part of an organization that ensures accountability and equitable treatment.
2. Equal Employment Opportunity is a critical readiness issue. Commanders, leaders, and supervisors are responsible for taking action to eliminate discrimination on the basis of race, color, religion, sex, national origin, age, mental/physical disability or reprisal discrimination by action, inference, or appearance. Leaders will ensure that employees have equal opportunity for training, developmental assignments, and equal opportunity to compete for promotions and awards.
3. The DENCOM fully supports the MEDCOM EEO Program and its Affirmative Action Program and Special Emphasis Programs. The EEO Complaints Process provides a system for employees, applicants for employment, and former employees to exercise their rights to address perceived incidents of discrimination. Complainants also may be offered the option of mediation for the possible early resolution or settlement of workplace issues. Commanders, leaders, and supervisors will not tolerate reprisal against those who exercise their rights under EEO.
4. The DENCOM values the diversity of people and ideas in the work force. Leaders at all levels of the organization must ensure that we create a positive and inclusive climate that fosters personal growth and development and allows all employees to contribute to their fullest potential.
5. This policy statement will be permanently posted on all official bulletin boards.

Signature Authenticated by Approval 
Approved by: sidney A. Brooks,
on: Friday, 07 May, 2004 at 14:00:41


SIDNEY A. BROOKS
Colonel, Dental Corps
Commanding