



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY OPERATIONS SUPPORT COMMAND
1 ROCK ISLAND ARSENAL
ROCK ISLAND IL 61299-6000

REPLY TO
ATTENTION OF:

AMSOS-CG (100)

02 NOV 2000

MEMORANDUM FOR All Operations Support Command Employees

SUBJECT: Affirmative Action in the OSC - Policy Memo #21

1. Affirmative action in this Command means access. It is my intent that all qualified applicants and employees have access to job openings, promotions, or any other employment benefits, and that these opportunities not be limited to a preferred few. If your pool of qualified job applicants is not diverse with respect to race and gender, you need to explore ways to expand that applicant pool.
2. Commanders and senior leaders must be proactive in pursuing equality in all aspects of employee career opportunities. You need to monitor those actions and activities that can assist your employees to become more competitive. Opportunities such as developmental assignments, details, temporary promotions and long-term training opportunities should be available to the entire work force, to include women, minority group employees and persons with disabilities.
3. I expect OSC commanders and senior leaders to regularly review processes, which tend to negatively affect employee careers. Disciplinary actions, downgrades and separations should be carefully analyzed to ensure that these actions are non-biased and fairly applied. Similarly, awards and recognition need to be periodically analyzed to ensure that all OSC employees, to include women, minority group employees and persons with disabilities, have an opportunity to excel and be recognized.
4. I count on your full and enthusiastic support in creating an environment, which is fair, equal and supportive for all members of the OSC work force.

WADE H. MCMANUS, JR.
Major General, USA
Commanding