

Tip of the Week

The Difference between Equal Employment Opportunity and Equal Opportunity

	EEO	EO
<u>Customers</u>	EEO provides advice and support to U. S. civilian employees, former employees and applicants for employment.	EO provides advice and support to soldiers and family members.
<u>Authority</u>	To work in an environment that is free of discrimination and unlawful harassment is a right that is granted by the civil right legislation. The laws providing this protection are as follows: Title VII of the Civil Right Act ADA/Rehabilitation Act Equal Pay Act Age Discrimination in Employment Act Genetic Nondiscrimination Act	Soldiers are not covered by the civil rights law but instead fall under the protection of the UCMJ.
<u>Focus</u>	EEO focuses on work issues or events impacting employment.	EO handles all quality of life issues within the military unit. Special Ethnic Observances, and Training for military personnel.
	EEO is a commander's program. The Equal Employment Opportunity Commission (EEOC) is the law enforcement agency for the civil rights employment laws. Their guidance to federal agencies is published as follows: Management Directive 110 – Provides guidance for processing complaints of discrimination Management Directive 715 – Provides guidance on building, evaluating and sustaining a model EEO program.	Enforcement of EO is responsibility of the commander.

<p><u>Discrimination Decisions</u></p>	<p>Installation personnel are not authorized to issue decisions regarding the merits of a complaint. Decisions are issued by an EEOC Administrative Judge and the Department of Army. Appeals to these decisions are heard by the EEOC Office of Federal Operations (OFO). If the complainant is not satisfied with the OFO decision, they have a right to file a civil action in District Court. Formal complaints of discrimination can typically take up to 3 years for processing.</p>	<p>For EO complaints, the Commander is the official who decides the merits of the complaint. EO complaints are typically decided in 30 to 60 days.</p>
<p><u>Army Regulations</u></p>	<p>AR 690-600 Complaints Processing AR 690-12 Affirmative Employment Programs</p>	<p>AR 600-20</p>
<p><u>Cost</u></p>	<p>The cap for compensatory damages is \$300K. In addition, complainants sometimes recoup their legal fees.</p>	<p>Monetary awards are not granted under this system</p>