



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**WESTERN REGIONAL MEDICAL COMMAND**  
**AND MADIGAN ARMY MEDICAL CENTER**  
**TACOMA, WASHINGTON 98431**

AFZH-EEO

3 March 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy #2: Equal Employment Opportunity for Civilian Employees and Job Applicants

1. All civilian employees and job applicants have the right to equal employment opportunity based upon qualifications and merit regardless of race, color, religion, gender, national origin, age, or disability. I fully support the Department of the Army's policy on equal employment opportunity. I expect all Madigan Army Medical Center (MAMC) leaders and employees to adhere to this policy.
2. I am personally committed to making equal employment opportunity a reality for all our civilian employees and job applicants who seek employment at MAMC. Active involvement of our leaders at all levels—civilian and military—have a direct, positive effect on quality patient care, employee morale and recruitment of qualified applicants for employment at our center.
3. I will continue to work hard to support the DA Equal Employment Opportunity Program. The employment posture at MAMC is very positive and I intend to continue the tradition of a dynamically diverse, multi-cultural workforce that reflects the diversity of our community, thus helping us to provide outstanding patient care.
4. Madigan Army Medical Center leaders, both civilian and military, must ensure all employees and job applicants are treated fairly, work towards eliminating inequities in the work force, and take immediate and appropriate action to resolve conflicts regarding discrimination issues. A strong leadership role is required to make equal employment opportunity a reality for everyone.

A handwritten signature in black ink, appearing to read "Michael A. Dunn".

MICHAEL A. DUNN  
Brigadier General, USA  
Commanding

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