



REPLY TO
ATTENTION OF

EACG

DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH UNITED STATES ARMY
UNIT #15236
APO AP 96205-0009

0 8 JAN 2007

MEMORANDUM FOR Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy #1 – Equal Opportunity (EO)

1. REFERENCE.

- a. [USFK Command Policy Letter #19](#), Equal Opportunity (EO), 4 JUL 06.
- b. AR 600-20, Army Command Policy, 7 JUN 06.

2. PURPOSE. Ensure that every individual regardless of race, color, religion, national origin or gender has an opportunity to reach his or her potential free of discrimination or harassment.

3. BACKGROUND. The EO program is a responsibility of the commander and a function of leadership. The chain of command has the primary responsibility for developing and sustaining a healthy EO climate. Positive human relationships are essential for team building and ensuring a high state of combat readiness, and sensitivity is required to operate successfully within all cultures.

4. DISCUSSION.

a. The EO program sustains a comprehensive effort to maximize human potential and ensure the fair treatment for all individuals based solely on merit, fitness, and capability. This includes promoting programs that enhance unit cohesion; prevent, address and correct discriminatory practices; prevent reprisal for those who file a complaint; and take the appropriate action against individuals that violate the Army's EO policy.

(1) All personnel should address and resolve issues of prejudice and discriminatory comments, inconsiderate remarks and actions at the lowest possible level of command. Individuals must understand their rights and responsibilities to elevate their concerns through the chain of command or other agencies when (1) inappropriate behaviors continue after an attempt at resolution, and/or (2) the relationship between the individuals involved precludes resolution at the lowest level. Prevention and resolution of inappropriate behavior is everyone's concern and responsibility, and not just the problem of the victim. A person who fails to act or resolve prejudicial and/or discriminatory behavior is tacitly condoning the behavior.

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(2) Complaints should be handled by the lowest level chain of command possible. There will be times when an individual may feel uncomfortable submitting the complaint directly to the lowest level chain of command and may submit the complaint directly to the Equal Opportunity Advisor or support agency. Leaders will not preclude or hinder personnel from using these channels.

b. I am committed in ensuring a strong EO program is in place within my command and demand the same commitment from my subordinate commanders and leaders at all levels.

5. PROPONENT. The Eighth United States Army Equal Opportunity Office is the proponent for this policy. POC is Eighth United States Army Program Manager, at commercial 011-9250-0753 or DSN: 723-8446 or the Eighth United States Army EO Sergeant Major, at commercial 011-9250-0738 or DSN: 723-8524.



DAVID P. VALCOURT
Lieutenant General, USA
Commanding