



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
EIGHTH ARMY WIGHTMAN NCO ACADEMY
CAMP JACKSON, KOREA
UNIT #15351
APO AP 96258-5351

EAHC-NCOA

31 May 2013

MEMORANDUM FOR ALL WIGHTMAN NCO ACADEMY ASSIGNED SOLDIERS

SUBJECT: Commandant's Policy #3, Equal Opportunity (EO) Policy

1. Reference AR 600-20, Army Command Policy; 18 March 2008 (Rapid Action Revision, 27 April 2010)
2. The 8th Army Wightman Noncommissioned Officer Academy will provide Equal Opportunity and fair treatment for all military personnel, family members and DA civilian employees, without regard to race, color, religion, gender, sexual preference or national origin, and provide an environment free of unlawful discrimination and offensive behavior. This policy applies to on or off post, during duty and non-duty hours. It also applies to working, living and recreational environments including both on and off-post housing. All personnel are obligated to promote fair treatment based on merit, fitness, capability and potential. Discrimination in any form is unacceptable and will not be tolerated.
3. The Army's EO Program formulates, directs and sustains a comprehensive effort to maximize human potential and to ensure fair treatment base solely on merit, fitness and capability, which support readiness. This philosophy is based on fairness, justice and equity. This entails, but is not limited to;
 - a) Promoting programs that enhance unit cohesion, esprit and morale;
 - b) Significantly communicate matters or issues with EO to unit personnel and higher headquarters.
 - c) Correcting discriminatory practices by conducting rapid, objective, and impartial inquires or investigations to resolve complaints of discrimination.
 - d) Encouraging the surfacing of problems and preventing reprisal for those who file a formal or informal complaint.
 - e) Actions will be taken against those who violate the Army EO policy.
4. All personnel will be encouraged to resolve issues of prejudice and discriminatory comments and action (or inconsiderate remarks) at the lowest level based on the theory that many peers and/or supervisors are simply insensitive to the effects of their behaviors. However, all personnel must also understand their rights and responsibilities to elevate their concerns through the chain of command or other agencies when;

EAHC-NCOA (31 May 2013)

SUBJECT: Commandant's Policy #3, Equal Opportunity

- a) Inappropriate behaviors continue after an attempt at resolution.
- b) The relationship between the individuals involved precludes resolution at the lowest level (i.e., someone with concerns about a senior leader's behaviors).

5. Furthermore, everyone must understand that prevention and resolution of inappropriate behavior are everyone's concern and it is not just the problem of the individual, who is the victim of the behavior. The person who fails to act to resolve while prejudicial and/or discriminatory behavior occurs is tacitly condoning the behavior.

6. The 8th Army Wightman Noncommissioned Officer leadership team holds all leaders responsible for ensuring fair and equitable treatment for all. We expect all members of the command to eliminate any conduct or attitude that allows discrimination to be perpetuated in the course of our normal every day activities. Discrimination is a violation of the acceptable standards of integrity and impartiality required of all Department of Defense and Department of the Army personnel, and interferes with mission accomplishment and unit cohesion.

7. Agencies available to process complaints are any Army EO Advisor (EOA), Inspector General, Chaplain, Provost Marshal, Medical Agencies, Staff Judge Advocate, Housing Referral Office, and EO/Sexual Harassment HOTLINES. Leaders will not preclude or hinder personnel from using these channels.

8. I am committed in ensuring a strong EO program is in place within my command.



DAVID L. MORGAN
CSM, USA
Commandant