



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

REPLY TO
ATTENTION OF:

EAEO

05 MAY 2004

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy Letter #15 -- Consideration of Others (CO2) Program Guidance

1. Purpose. This policy provides detailed insight on how the Eighth United States Army Consideration of Others (CO2) Program will be executed. It is intended to ensure that the Eighth United States Army CO2 Program is understood, institutionalized, supports Army core values and achieves the goal of creating an organizational environment where everyone respects each other, and appreciates the linkage between dignity and respect, combat readiness, teamwork and organizational effectiveness.

2. Background. We must constantly reinforce our cohesion by being aware of how our behaviors affect others. This simply means treating each person with respect and dignity in an environment free of harassment. Everyone has to know that they are important, valued, and a part of a team. Mutual respect is the key, the glue that binds us together in strengthening the command climate and reinforcing the importance of trust, teamwork, dignity, and respect. In our values based Army, respect is the basis of a ready force and force multiplier. By leveraging the diversity inherent in each member of the Eighth United States Army community, our team will continue to be strong and ready.

3. Discussion. The framework of my CO2 policy guidance includes three elements; enforcement, education, and ownership.

a. Enforcement: Violations of the principles of CO2 will not be tolerated. Everyone is expected to actively pursue the prevention of discrimination, sexual harassment, sexual assault, or any other inappropriate behavior that may impact on the morale and mission of the organization.

b. Education: Teaching our Soldiers and civilian employees is the key to instilling CO2 as an Eighth United States Army value. The first step is to make an in-depth command assessment of human relations areas (EO, EEO, POSH/prevention of sexual assault, Korean - U.S. relations, team building, etc.). On a quarterly basis, CO2 training

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for all military, civilian, and Korean nationals will include two (2) hours of small group, facilitator-led discussion with 15-25 attendees as the ideal method to maximize training effectiveness. The objective of small group sessions is to offer training that provides an open forum of free exchange, creative ideas, and expression on issues impacting the morale of the workforce and the organization mission. Commanders may choose topics for discussion in a number of ways, including feedback from previous small groups, seminars, focus groups, or climate surveys. Commanders will place CO2 training on training schedules.

c. Ownership. Full participation of all personnel is required for this program to succeed. Officers, Non-commissioned Officers, Soldiers, and civilians of each headquarters, staff, unit and activity will participate and serve as facilitators to assist in small group, inter-active discussion sessions.

A handwritten signature in black ink, appearing to read "Charles C. Campbell". The signature is fluid and cursive, with a large loop at the end.

CHARLES C. CAMPBELL
Lieutenant General, USA
Commanding