DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH ARMY
UNIT #15236
APO AP 96205-5236

REPLY TO
ATTENTION OF:

EACG

0 9 DEC. 2013

MEMORANDUM FOR All Eighth Army Assigned Soldiers

SUBJECT: Eighth Army Command Policy Letter #13, Equal Opportunity (EO)

1. Reference. Army Regulation (AR) 600-20, Army Command Policy, 18 March 2008 (incorporating Rapid Action Revision, 20 September 2012).

2. Purpose. To ensure every Eighth Army Soldier has an opportunity to reach his or her potential free of unlawful discrimination or offensive behavior.

3. Background. Consistent with AR 600-20, paragraph 6-1, the Eighth Army EO Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness. Commanders are responsible for sustaining a positive EO climate within their units.

4. Discussion. Consistent with AR 600-20, paragraph 6-2, Eighth Army will provide EO and fair treatment for Soldiers and family members without regard to race, color, gender, religion, national origin, and provide an environment free of unlawful discrimination and offensive behavior (see Enclosure 1 for definitions of key terms). This policy applies both on and off post, during duty and non-duty hours. This policy also applies to working, living, and recreational environments (including both on and off-post housing).

a. Commanders at all levels are the EO officers for their commands. Within Eighth Army, commanders will familiarize themselves with their responsibilities under the EO Program as detailed in AR 600-20, paragraph 6-3, which include the following:

(1) Be personally responsible and accountable for the EO climate within their units.

(2) Develop and implement EO programs for their organizations that enhance unit cohesion, esprit, and morale.

(3) Upon receipt of an EO complaint, process the complaint in accordance with appendix D of AR 600-20.

(4) Identify unlawful discriminatory practices affecting Soldiers and family members, initiate corrective actions, and provide follow-up and feedback throughout resolution.

(5) Promote EO and interpersonal harmony for all Soldiers and family members.

b. All personnel should attempt to resolve issues of discriminatory actions at the lowest level of command. Individuals are encouraged to elevate their concerns through the chain of command or other agencies when inappropriate behaviors continue after an attempt at resolution, and/or discriminatory behavior is condoned or encouraged within the chain of command.

c. While personnel should attempt to handle their complaints at the lowest level with the chain of command possible, there are times when an individual may feel uncomfortable submitting the complaint directly to the lowest level chain of command. In such cases, the individual may submit the complaint directly to the Equal Opportunity Advisor or support agency. Leaders will not preclude or hinder personnel from using these channels.

d. Department of the Army Civilian employees will report employment discrimination to the Equal Employment Opportunity Office.

5. I fully support the EO program and direct the same level of support from my subordinate commanders and leaders at all levels. Each leader is proactive and use communication, education, and training to ensure maximum awareness of these standards.

6. Proponent. The proponent for this policy is Eighth Army Equal Opportunity Office. Contact the proponent at commercial 011-822-7913-8524/8446 or DSN (315) 723-8524/8446.

Encl
Key Terms

BERNARD S. CHAMPOUX
Lieutenant General, USA
Commanding

Enclosure 1

Key Terms*

(1) Discrimination: Any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, gender, national origin, or religion.

(2) Disparaging terms: Terms used to degrade or connote negative statements pertaining to race, color, gender, national origin, or religion. Such terms may be expressed as verbal statements, printed material, visual material, signs, symbols, posters, or insignia. The use of these terms constitutes unlawful discrimination.

(3) Equal opportunity: The right of all persons to participate in, and benefit from, programs and activities (for example, career, employment, educational, social) for which they are qualified. These programs and activities are free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons are evaluated on individual merit, fitness, and capability, regardless of race, color, sex, national origin, or religion.

(4) Gender discrimination: The action taken by an individual to deprive a person of a right because of their gender. Such discrimination can occur overtly, covertly, intentionally, or unintentionally.

(5) National origin: An individual's place of origin or that of an individual's ancestors. The term also applies to a person who has the physical, cultural, or linguistic characteristics of a national group.

(6) Prejudice: A negative feeling or dislike based upon a faulty or inflexible generalization (that is, prejudging a person or group without knowledge or facts).

(7) Race: A division of human beings identified by the possession of traits transmissible by descent and that is sufficient to characterize persons possessing these traits as a distinctive human genotype.

(9) Racism: Any attitude or action of a person or institutional structure that subordinates a person or group because of skin color or race.

(10) Religion: A personal set or institutionalized system of attitudes, moral or ethical beliefs and practices held with the strength of traditional views, characterized by ardor and faith, and generally evidenced through observances.

(11) Sexism: Attitudes and beliefs that one gender is superior to another.

* The definitions for these key terms are reprinted from Army Regulation 600-20, paragraph 6-2, Army Command Policy, 18 March 2008 (incorporating Rapid Action Revision, 20 September 2012)