DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON BAUMHOLDER
UNIT 23746
APO AE 09034-0003

REPLY TO
ATTENTION OF

IMEU-BMH-ZA

14 JUL 2010

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 2-5, Commander's Policy on Equal Opportunity

1. Reference: AR 600-20, Army Command Policy, dated 18 March 2008.

2. Purpose: To establish the Commander's policy on Equal Opportunity.

3. Applicability: This policy is applicable to all Soldiers, Civilians, and Family Members assigned or attached to this command.

4. Intent: To sustain a comprehensive effort and to ensure fair treatment based solely on merit, fitness, and capability in support of readiness.

5. Policy:

a. Equal opportunity is an important leadership issue. This command will ensure Equal Opportunity for all military personnel, Family Members, and DA Civilians. I am totally committed to the principles of Equal Opportunity (EO) and will not tolerate any form of discrimination. I expect the same commitment from all leaders in the Baumholder community.

b. Equal Opportunity supports mission accomplishment. I am particularly concerned with sexual harassment and sexual assault in the workplace, including the use or display of abusive and offensive sexual language and materials. The existence of sexual harassment or sexual assault in the workplace violates acceptable standards of conduct required of all personnel, reduces mission effectiveness, and wastes valuable resources.

6. Procedures:

a. Individuals who perceive they are victims of discrimination, sexual harassment, or sexual assault should report these incidents to their chain of command or Equal Opportunity Advisor (EOA). Complaints of equal opportunity will receive immediate attention and response from the appropriate authority, ensuring the rights of both the victim and the accused are protected.

b. Training in the Prevention of Sexual Harassment (POSH), Consideration of Others (CO2), and EO is mandatory for all military personnel. I expect all leaders, directors, and supervisors to ensure that they, as well as their subordinates, receive this training IAW AR 600-20.

c. Leaders within the USAG Baumholder area will demonstrate the same dedication to achieving the command's EO goals as they do in accomplishing other missions and objectives.

d. I strongly encourage leaders to consult with the Garrison EOA when making sensitive decisions in the areas of race, religion, color, sex, or national origin. I expect prompt resolution at the lowest possible level in the chain of command.

7. POC for this memorandum is the Garrison Equal Opportunity Advisor (EOA) at 485-6510.

SAM R. McADOO
LTC, SC
Commanding

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