

POLICY

Number: B-1

SUBJECT: Equal Opportunity (EO) and Civilian Equal Employment Opportunity (EEO)

Date: 17 Sep 01

1. All commanders, managers, and supervisors will promote a climate of dignity, respect, and equality of opportunity and employment for our soldiers, family members, and Department of the Army civilians. Every soldier and civilian will be evaluated on fitness and merit, without regard to race, color, gender, religion, or national origin. Our civilians will further be evaluated without regard to age or disability.
2. All soldiers, family members, and Department of the Army civilians have the right to live and work in an environment that is free from harassment and discrimination. Every commander, manager, and supervisor will set the appropriate example with regard to equal opportunity and will take appropriate actions when allegations of discrimination and/or unequal treatment arise. Additionally, commanders will establish robust EO training programs based on the Consideration of Others philosophy. As a minimum, this training will be conducted for 2 hours during each quarter.
3. Commanders are the Equal Opportunity (EO) and Equal Employment Opportunity (EEO) officers for their command and are ultimately held accountable. However, the success of these programs is every individual's responsibility. Soldiers and family members are encouraged to seek assistance, file a complaint, and/or cooperate with an investigating officer when resolving equal opportunity matters. Civilian employees are encouraged to contact the EEO office to address perceived incidents of discrimination. Reprisal against those exercising their EO and EEO rights will not be tolerated.
4. Participation in extremist activities is prohibited (IAW AR 600-20, Army Command Policy, Chapter 4, Paragraph 4-12, dated 15 July 1999).
5. Should a soldier or family member believe that they are a victim of discrimination or sexual harassment, they should immediately present their concerns to their chain of command for resolution. Detailed complaint procedures are outlined in Fort Bliss Policy letter B-3. They may contact their unit Equal Opportunity Advisor, the Equal Opportunity Office in Building 114, second floor, or by calling the EO HOTLINE at 568-1213.
6. Should a Department of the Army civilian employee believe that they are a victim of discrimination or sexual harassment, they should immediately contact the Equal Employment Opportunity Office in Building 114, first floor or by calling the EEO HOTLINE at 568-1489.
7. This policy letter will be posted on all official bulletin boards.


STANLEY E. GREEN
Major General, USA
Commanding

ORIGINATING OFFICE:

EO/EEO Offices