



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2d BRIGADE COMBAT TEAM, 1st ARMORED DIVISION
20500 COLD WAR ROAD
FORT BLISS, TX 79918

REPLY TO
ATTENTION OF

AFAD-BCT-EO

21 December 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy #5 — Equal Opportunity

1. I am firmly committed to the Army's Equal Opportunity (EO) Program. Unlawful discrimination will not be practiced, condoned, or tolerated under my command. I expect the same commitment from the military and civilian personnel of the Iron Brigade; especially commanders, supervisors, and leaders. The EO Program includes a comprehensive effort to maximize human potential and ensure fair treatment for all persons. The EO philosophy is based on fairness, justice, and equality. The US Army will provide EO and fair treatment for military personnel and their Family Members without regard to race, religion, color, gender, or national origin. This policy applies both on and off post, during duty and non-duty hours, and extends to working, living, and recreational environments.

2. Equal opportunity is a responsibility of leadership and a function of command. Discrimination, whether real or perceived, destroys cohesion, damages morale/discipline, and interferes with mission accomplishment. Every individual has the right to work in an environment free of discrimination. I expect every leader to adhere to these principles, to set the example with regard to equal opportunity, and to ensure full compliance by their subordinates. Leader at all levels are required to take appropriate action when allegations of discrimination or unequal treatment arise. Leaders at all levels must take steps to ensure that individuals making complaints under the EO Program are protected from acts or threats of reprisal.

3. Commanders will establish robust EO programs and conduct realistic training per the consideration of others methodology by utilizing a small group, interactive, discussion-based format. At a minimum, EO training will be conducted semi-annually IAW AR AR 350-1, Army Training and Leader Development. Mandatory attendance is required to include all senior leaders IAW AR 600-20.

4. Soldiers and Family Members deserve to be treated with dignity and respect. They will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, or national origin. Commanders, managers, and leaders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts or threats of reprisal and retaliation.

5. Installation-level ethnic and special observances are conducted to support Presidential Proclamations and Public Laws. Ethnic observances promote educational awareness and cross

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cultural understanding. All commanders and leaders should strive to have maximum attendance at all ethnic and special observances.

6. Participation in extremist organization activities is inconsistent with the responsibilities of military service and is prohibited IAW AR 600-20, chapter 4, paragraph 4-12.

7. I expect everyone in the Iron Brigade to strive for a workplace free of discrimination. We need to sustain effective units by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, loyalty, and the shared sacrifice of the men and women of America's Army. By working together and taking time to understand what makes each of us different, we can be assured progress in meeting the goals set forth in the areas of the Army's EO Program.

8. A copy of this policy will be permanently posted on unit bulletin boards and work areas throughout the Brigade.

9. The point of contact for this memorandum is [REDACTED] (915) 744-7121 [REDACTED]



THOMAS DORAME
COL, AR
Commanding

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