



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 32D ARMY AIR AND MISSILE DEFENSE COMMAND  
111 PERSHING ROAD  
FORT BLISS TEXAS 79916

REPLY TO  
ATTENTION OF:

AFVL-CG

19 October 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Policy (Policy Letter 1-1)

1. Equal and fair treatment of every Soldier, family member and DA civilian assigned or attached to this unit is an absolute priority. Such treatment directly affects morale, discipline, and readiness of the command. I am committed to ensuring that Soldiers and civilians are always treated in every area on the basis of merit, fitness, and capacity, and not by race, color, religion, gender, or national origin. Additionally, our civilians will be evaluated without regard to their age or disability.
2. All leaders will take proactive measures to create an environment free of discrimination, verbal abuse, intimidation, and/or derogatory comments of a racial or sexual nature. These acts undermine unit cohesion and readiness and will not be tolerated. Every leader will use communications, education, and training to ensure maximum awareness and understanding of these standards. In addition, commanders will establish an active equal opportunity training program that ensures both understanding and compliance of EO objectives.
3. Should any Soldier, family member or civilian believe that he/she is a victim of discrimination or harassment he/she should immediately present their complaint to the chain of command or unit Equal Opportunity Leader. Soldiers may also file a complaint with the 32d AAMDC Equal Opportunity Advisor at Building 2425A (Fort Bliss), Room 209, (915) 568-8587 (office phone) or (915) 309-2899 (cell phone). Soldiers and DA civilians not assigned to Fort Bliss can also contact the Post EO or EEO Office at their respective installations. **Reprisal against individuals exercising their EO or EEO rights will not be tolerated within this command.**
4. A copy of this memorandum will be posted on each bulletin board down to battery level.

“Swift and Sure!”

JOHN G. ROSSI  
Brigadier General, USA  
Commanding

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