



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST ARMORED DIVISION AND FORT BLISS
11685 SERGEANT MAJOR BOULEVARD
FORT BLISS, TEXAS 79918-6818

AFBL-CG

AUG 21 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #9, Equal Opportunity (EO) Program

1. References:

a. Army Regulation (AR) 600-20 (Army Command Policy), Chapter 6, The Equal Opportunity Program in the Army, 6 November 2014.

b. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program), 14 October 2015.

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

3. Policy: It is 1st Armored Division policy that unit commanders provide equal opportunity and fair treatment to all personnel and Family Members without regard to race, color, national origin, religion, sex or sexual orientation, and an environment free of discrimination, prejudice, verbal abuse, insensitivity, offensive behavior, and thoughtlessness. This policy applies on and off post, during duty and non-duty hours, and to working, living, and recreational environments (including on and off post housing).

a. The 1st Armored Division 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 at all levels are responsible for sustaining a positive EO climate within their units.

b. Every commander, director, and supervisor will set the appropriate example and will take appropriate action to create and sustain an effective EO program by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, and loyalty. I fully support this program and direct the same level of support from subordinate commanders. Leaders must proactively communicate, educate, and train the members of their commands to ensure maximum awareness of this policy.

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4. This policy is effective until it is rescinded.

A handwritten signature in black ink, appearing to read 'Robert P. White', written in a cursive style.

ROBERT P. WHITE
Major General, USA
Commanding