



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

AFBL-CG

31 October 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter #2, Equal Opportunity/Complaint Procedures Policy

1. Reference: Army Regulation (AR) 600-20, Rapid Action Revision (RAR), 22 October 2014.
2. I am firmly committed to the Army's Equal Opportunity (EO) Program. I expect the same commitment from the military and civilian personnel of Fort Bliss, 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 U.S. Army will provide EO and fair treatment for military personnel and their Family Members without regard to race, religion, color, national origin, or gender. This policy applies both on and off post, during duty and non-duty hours, and extends to working, living, and recreational environments.
3. EO is the responsibility of leadership at all levels 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 EO, and to ensure full compliance by their subordinates. Leaders at all levels are required to take appropriate action when allegations of discrimination and/or unequal treatment arise.
4. Soldiers and Family Members deserve to be treated with dignity and respect. They will not be assessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, religion, color, national origin or gender. It is the right of every member of this command to present a discrimination complaint without fear of intimidation, reprisal, or harassment. The chain of command will protect Soldiers from acts of reprisal or retaliation for filing an EO complaint. Similarly, Soldiers who submit a false EO complaint, a complaint containing information or allegations that the individual knew to be false, are subject to punishment under the Uniform Code of Military Justice (UCMJ).
5. Any Soldier involvement with an extremist organization or activity, such as membership, receipt of literature, or presence at an event, could threaten the good

order and discipline of a unit. In any case of possible Soldier involvement with or an extremist organization or activity, whether or not in violation of the prohibition outlined in DA PAM 600-15, all commanders are to take positive actions to educate Soldiers. Education will be fashioned to inform them of the potential adverse effects that participation may have upon the good order and discipline in the unit.

6. Installation-level ethnic and special observances will be conducted to support Presidential Proclamations and Public Laws. Ethnic observances promote educational awareness and cross cultural understanding. All personnel desiring to participate in these observances will be given a reasonable opportunity to do so.

7. I expect everyone on Fort Bliss to strive for a workplace free of discrimination. We will 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. When appropriate, individuals should attempt to resolve a complaint by first informing the alleged offender that the behavior must stop. If the behavior continues, advise the command on the specifics of discrimination complaints and provide the command an opportunity to take appropriate action to rectify/resolve the issue. Although the processing of EO complaints through the chain of command is strongly encouraged, it will not serve as the only channel available to Soldiers and Family Members. Complaint procedures are clearly outlined in AR 600-20, Appendix C.

9. If you believe that your complaint was not fairly or expeditiously handled by your chain of command, you may present it to the Installation EO Office located in Building 11685, room 1019, or call the Fort Bliss EO Assistance Line at (915) 744-5140, 6760 or 6762.

10. Units will permanently post this policy memorandum on unit bulletin boards.



STEPHEN M. TWITTY
Major General, USA
Commanding