

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) (Post Commander Policy #24-2)

1. Equal opportunity (EO) is a command function and the responsibility of leaders at all levels. The proper EO environment permits soldiers and civilians to grow and perform to their potential. Within the unit, equal opportunity enhances combat readiness by improving cohesion, teamwork, and morale.
2. Implementation of the Army's EO program while a command function requires a team effort from all its soldiers, to effectively enhance unit's ability to function. Each leader must establish an environment, which fosters appropriate EO behavior and attitudes, and establishes a positive working atmosphere where soldiers and civilians are allowed to reach their full potential. A potential determined without regard to race, color, gender, religion, or national origin.
3. We must each work to establish within the Fort Richardson community an atmosphere where we each treat others equally and with respect. We can accept nothing less. I am personally committed to the Army's EO program and expect the same from the members of this community.
4. Complaints should be resolved through the use of the chain of command; however, the chain of command is not the only channel available for redress of EO complaints for soldiers, family members, or DA civilians. The Post EOA, IG, Chaplains, Provost Marshals, Equal Employment offices, or the USARAK, USARPAC, or DoD IG Hotlines are available to all personnel who do not feel comfortable filing their complaint with their chain of command. Commanders and leaders will ensure personnel who file complaints are protected against acts or threats of reprisal.

//signed//  
DAVID L. SHUTT  
LTC, AR  
Post Commander

DISTRIBUTION:  
A, FRA