



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING CENTER AND FORT JACKSON
2400 JACKSON BOULEVARD
FORT JACKSON, SC 29207-5015

ATZJ-CG

25 JUL 2018

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Commanders, Fort Jackson Partners in Excellence
Directors and Chiefs, Staff Offices, This Headquarters

SUBJECT: Fort Jackson Policy Memorandum #3 – Equal Opportunity

1. Reference AR 600-20 (Army Command Policy), 6 November 2014, paragraph 6-2.
2. Purpose is to provide command guidance on equal opportunity.
3. Policy:

a. The Department of the Army (DA) is committed to providing equal opportunity (EO) and fair treatment for Soldiers, their Families and the DA Civilians without regard to race, color, religion, sex (including gender identity), sexual orientation or national origin. Army Regulation (AR) 600-20, paragraph 6-1, prescribes an EO program that 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. I am committed to the Army's EO program.

b. Equal opportunity and fair treatment of all members of this command are essential to our readiness. Soldiers and Civilians have the right to work in an environment free of unlawful discriminatory behavior or practices that undermine teamwork, mutual respect, loyalty, and shared values of the men and woman in this command. Acts of unlawful discrimination, intimidation, and verbal abuse undermine unit cohesiveness, esprit de corps, and ultimately, mission accomplishment.

c. Equal opportunity is a responsibility of leadership and command. Individuals desiring to file a complaint are encouraged to use their chain of command first to resolve their complaints. I hold all commanders accountable for the EO climate within their units. I expect commanders to cultivate an environment that not only fosters to EO but also free of unlawful discrimination and offensive behavior. Alternatives agencies and resources are also available to resolve complaints including EO advisors, installation chaplains, inspector general, staff judge advocate, provost marshal, criminal investigation division, medical agencies, and the residential communities' initiative (RCI), and housing. In addition, commanders will ensure individuals who file EO complaints are protected from reprisal or retaliation. AR 600-20, paragraph 5-12, stipulates that DA

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personnel are prohibited from taking acts of reprisal against any Soldier for filing a complaint or unlawful discrimination (see DODD 7050.6). Such reprisals are in direct violation of Army policy and will be reported immediately to the Fort Jackson Inspector General at (803) 751-3247/5580 or toll free at 1-800-984-9695.

d. I charge all leaders to set the example and provide a living, working, and recreational military environment free of unlawful discrimination. To do so, you must ensure your Soldiers and Civilian employees know and understand the manifestations and impact of such behavior. This is accomplished through training. Quarterly EO training is mandatory per AR 600-20, Chapter 6, paragraph 6-15. Commanders will execute such training and ensure their Soldiers attend.

e. If you feel that you are a victim of discrimination, do not hesitate to visit the Equal Opportunity Staff Office (EOSO). Complaints will be filed at the EOSO, through your Brigade EO advisor, or through your chain of command.

f. Each commander/commandant will publish and post a separate written policy memorandum on EO and EO complaint processing procedures.

4. The proponent for this policy memorandum is the EOSO, (803) 751-2990/4916.



MILFORD H. BEAGLE, JR.
Brigadier General, U.S. Army
Commanding