DEPARTMENT OF THE ARMY
HEADQUARTERS, JOINT READINESS TRAINING CENTER AND FORT POLK
6661 WARRIOR TRAIL, BUILDING 350
FORT POLK, LOUISIANA 71459-5339

REPLY TO
ATTENTION OF:

AFZX-EOP

JAN 21 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum G1-01 – Statement on Equal Opportunity (EO)

1. Reference Army Regulation (AR) 600-20, Army Command Policy, 18 March 2008.

2. I am personally committed to ensuring that EO is afforded to our Soldiers, civilian employees, and their Family members. Establishing a command climate that provides EO for personnel, regardless of race, color, religion, gender, or national origin is an essential task for all levels of command. Equal opportunity is not only the right thing to do, but it is a military necessity with a direct impact on readiness.

3. I expect all leaders to create and maintain an environment of zero tolerance for discrimination. Soldiers, civilian employees, and their Family members must know that they will be treated fairly and with dignity and respect in all aspects of daily operations. As such, commanders and leaders will create and maintain a positive command climate with an environment that is free of unlawful discrimination. Should unlawful discrimination occur, commanders and leaders will investigate promptly and thoroughly, take appropriate actions as necessary, and ensure that personnel who file EO complaints are protected from threats or acts of reprisal, coercion, or other adverse consequences resulting from filing such complaints.

4. The preferred method for handling a complaint is through the chain of command. However, the chain of command is not the only channel available for redress of EO grievances. Soldiers and Family members may file complaints with the JRTC and Fort Polk EO/EEO advisors, inspector general, staff judge advocate, provost marshal/Directorate of Emergency Services (DES), Criminal Investigation Division (CID) Command, medical agencies, housing referral office, chaplain, or a higher echelon in their chain of command. Civilian employees have a right to speak with their commander, director or supervisor concerning their complaint without fear of intimidation, reprisal or harassment. Employee EEO complaints must be filed within 45 days of the date of the alledged incident giving rise to the complaint. Civilian employee EEO complaints shall be filed IAW Army Regulation 690-600.

5. We must work together to achieve a healthy, productive atmosphere in which everyone can realize their full potential. Our Soldiers and civilian employees are professionals. Each contributes a depth of experience and skill that enable this

command to accomplish its' missions. Let us set the standard and continue to demonstrate and nurture a just environment conducive to EO and fair treatment.

6. This policy will remain in effect until superseded or rescinded.

CLARENCE K.K. CHINN
Brigadier General, USA
Commanding

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