



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
2050 WORTH ROAD
FORT SAM HOUSTON, TEXAS 78234-6000

REPLY TO
ATTENTION OF


25 FEB 2005

MCCG-EO

MEMORANDUM FOR ALL PERSONNEL, US ARMY MEDICAL COMMAND

SUBJECT: Commander's Policy Statement on Equal Opportunity

1. Reference: AR 600-20, Chapter 6, Army Command Policy, 13 May 2002.
2. Our nation's security and prosperity depend on our ability to develop and employ the talents of a diverse population. In support of this, I will not tolerate discrimination based upon race, color, religion, gender, or national origin within this command.
3. The Equal Opportunity (EO) Program is designed to ensure people are treated with dignity and respect. The objectives can only be met if everyone in this command promotes a positive climate that supports the Army Values, readiness, and cohesion. Leaders and supervisors at all levels must remain vigilant with preventive and corrective actions to eliminate improper behavior.
4. All personnel in this command will have an opportunity to achieve their full potential based solely on their merit, fitness, and capabilities in support of readiness. These elements can only be achieved when individuals can be confident that fair treatment and respect for their capabilities exist.
5. The commander is the unit's EO officer. I want commanders to clearly communicate the level of high standards of conduct they expect from members of their command. Members of our team must be able to report violations without fearing acts or threat of reprisal. Complaints will be referred to the chain of command. If the complaint involves members of the chain of command, assistance can be provided by the EO advisor, inspector general, provost marshal, chaplain, or staff judge advocate.
6. Equal Opportunity is commander's business. The chain of command creates the unit environment and must be committed to ensuring the dignity and respect of every soldier, civilian employee, and family member on and off the installation.


KEVIN C. RILEY
Lieutenant General, MC
Commanding



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MEMORANDUM FOR ALL PERSONNEL, US ARMY MEDICAL COMMAND

SUBJECT: Commander's Policy Statement on Processing of Equal Opportunity Complaints

1. Reference: AR 600-20, Chapter 6, Army Command Policy, 13 May 2002.
2. The US Army military equal opportunity (EO) complaint-processing system addresses allegations of unlawful discrimination or unfair treatment based on race, religion, gender, color, or national origin. All members of the Medical Command must be confident that their complaints will be addressed promptly and professionally. I will not tolerate any attempt to discourage anyone from filing a legitimate complaint, nor will I stand for any act of reprisal taken against anyone who files a complaint.
3. The military EO advisors are available to provide guidance and assistance. Leaders will contact the appropriate office immediately upon receiving an EO complaint. Commanders and supervisors will attempt to solve problems at the lowest level in the organization.
4. Individuals who are victims of sexual harassment or unlawful discrimination will provide the chain of command an opportunity to resolve or rectify it. If the complaint is against a member of the chain of command, other channels are available, such as the EO office, EEO office, inspector general, provost marshal, and chaplain.
5. MEDCOM leaders must make it clear that unlawful discrimination or harassment will not be practiced, condoned, or tolerated. Commanders will ensure that everyone understands this policy.

A handwritten signature in black ink, appearing to read "Kevin C. Kiley".

KEVIN C. KILEY
Lieutenant General, MC
Commanding