



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON
4551 LLEWELLYN AVENUE
FORT GEORGE G. MEADE, MARYLAND 20755-5000

IMNE-MEA-EO

20 AUG 2008

MEMORANDUM FOR SEE DISTRIBUTION

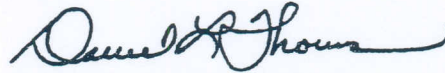
SUBJECT: Fort George G. Meade Policy Memorandum # 7, Consideration of Others (CO2)

1. I am convinced that Fort Meade's greatest asset is our workforce. In addition to providing developmental opportunities for our employees, we must ensure Fort Meade's workforce is an environment built on values of dignity and respect, free from harassment and discrimination.
2. Fort Meade's Consideration of Others (CO2) Program is a direct reflection of our commitment to our workforce. It was defined by United States Army Military District of Washington's former Commanding General, Major General Robert Foley, the architect of the CO2 Program and Medal of Honor recipient, as, "Those actions that indicate a sensitivity to and regard for the feelings and needs of others and an awareness of the impact of one's own behavior on them; being supportive of and fair with others." CO2 embraces the concept of mutual respect as an organizational core value. CO2 is not, however, a static idea or perspective. It is instead a dynamic approach to working together that requires realistic training and, in its most effective format, small group discussions that facilitate sharing ideas.
3. Consistent with the Military District of Washington's guidance, all military and civilian personnel will participate in at least eight hours of small group CO2 discussions (as opposed to lectures) annually. Trained facilitators nominated by each director will guide discussions, with topics nominated by the workforce that are responsive to the needs of the individual sections involved in the training. Everyone, including supervisors, actively participates in CO2.
4. Although everyone participates in CO2, the program is a leader's responsibility. I sincerely feel that CO2 makes an invaluable contribution to our workforce and mission and you should too. CO2 training requirements should be documented in performance objectives for both military and civilian personnel and directors will continue to brief participation rates and discussion topics in quarterly updates to me. Also, CO2 will remain a special interest item for the Inspector General.
5. What we get out of the CO2 Program is entirely dependant on what we put into it. If you have not done so lately, schedule a meeting with your directorates facilitator(s) or plan to get new facilitators to training now. At the same time, stimulate thinking about discussion topics.

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6. Our Equal Opportunity Office is available to provide training as well as advice and assistance in all facets of CO2. The point of contact at the Fort Meade Installation Equal Opportunity Office is Master Sergeant Steven E. Schafer at (301) 677-6687.



DANIEL L. THOMAS
Colonel, Military Intelligence
Commanding

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This policy memorandum supersedes U.S. Army Garrison Policy Memorandum #9, Consideration of Others (CO2), 13 September 2005