



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09107-0401

06 AUG 2012

IMSG-ZA

MEMORANDUM FOR Service Members and Civilian Employees of USAG Stuttgart

SUBJECT: USAG Stuttgart Command Policy Letter #10, Equal Opportunity

1. REFERENCES:

- a. AR 600-20, Army Command Policy, 7 June 2006
- b. DA PAM 350-20, Unit Equal Opportunity Training Guide, 1 June 1994

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; it is also 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, family members, and civilian employees may file complaints with the USAG Stuttgart EO Advisor, Inspector General, Staff Judge Advocate, Provost Marshal/Criminal Investigation Command, medical agencies, housing referral office, Chaplain, or a higher echelon in their chain of command.

5. We must work together to achieve a viable atmosphere in which all personnel 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 mission. Let us set the standard, and continue to demonstrate and nurture a just environment conducive to EO and fair treatment.

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6. A copy of this memorandum will be permanently displayed on official bulletin boards. I recommend you circulate this memorandum among your military and civilian subordinates. I further recommend that you create a record that your personnel have reviewed the document.

7. The point of contact for this policy letter is the USAG Stuttgart Equal Opportunity Advisor, DSN 430-7945.


JOHN P. STACK
COL, SF
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