



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, 49TH GROUP**  
**3300 B AVENUE BLDG 9305A**  
**FORT LEE, VIRGINIA 23801-5119**

AFFL-GC

22 July 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Group Command Policy Letter #3 – 49<sup>th</sup> Group Policy on Equal Opportunity

1. REFERENCES:

- a. AR 600-20, Army Command Policy, 18 March 2008.
- b. DOD Directive 7050.6, Military Whistleblower Protection.
- c. DA PAM 350-20, Unit Equal Opportunity Training Guide.
- d. DA Form 7279, Equal Opportunity Complaint Form.
- e. CAM REG 600-9, Equal Opportunity Council Guidelines.
- f. TC 26-6, Commander's Equal Opportunity Handbook.

2. I am committed to achieving the principles, goals, and objectives of the Department of the Army Equal Opportunity Program and affirm that unlawful discrimination will not be practiced, condoned or tolerated. It is imperative that we ensure equal opportunity and maintain a proactive EO program in our units. All Soldiers and family members will be treated fairly without regard to race, color, national origin, gender, or religious affiliation.

3. Commanders are the equal opportunity officers for their commands. I charge all commanders, and supervisors with creating and fostering a positive command climate. Leaders are responsible for exposing, documenting, and correcting all discriminatory practices.

4. Company commanders must coordinate with the Group EO Advisor to conduct their Command Climate Assessment within the first 90 days of assuming command, and annually thereafter. Commanders will coordinate this assessment with the Group Equal Opportunity Advisor (primary) or the Installation EO Office (alternate). Units will conduct EO training quarterly in accordance with AR 600-20. Commanders will brief their climate assessment and EO training completed in the quarter and training plans and goals at Quarterly Training Briefs (QTB).

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5. Equal opportunity is a fundamental element of combat readiness. Its principles are essential management tools. Leaders at all levels have an obligation to create and maintain an environment free of discrimination so that men and women of diverse backgrounds and abilities can achieve their full potential in support of the Army's mission.

6. Point of contact for this policy is the 49<sup>th</sup> Group Equal Opportunity Advisor, SFC Somerville at 734-7840.

*"49ERS ALL THE WAY!"*

  
M.C. STEPHEN CHERRY IV  
COL, LG  
Commanding

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