



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY COMBINED ARMS SUPPORT COMMAND
2221 ADAMS AVENUE
FORT LEE, VIRGINIA 23801-2102

ATCL-CG

4 September 2012

FORT LEE POLICY NO. 14-05

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Program

1. Background: Army Regulation 600-20 outlines the EO Program in the Army. The Army is committed to the equal opportunity for all Soldiers regardless of race, color, gender, religion, or national origin. Equal Opportunity is a basic constitutional right guaranteed by law. It is the basic principle that improves morale, promotes teamwork, and results in a high degree of unit cohesion. Equal Opportunity is indispensable to military effectiveness. The ultimate goal of the EO Program is to accomplish and maintain a high level of mission readiness throughout the U.S. Army.

2. Policy: Equal Opportunity is a responsibility of leadership and a function of command. This philosophy is based on fairness, justice, and equality. TC 26-6 Commander's EO Handbook provides guidance for commanders and directors to ensure the formulation, direction, and sustainment of a comprehensive EO Program that guarantees all Soldiers and Civilian employees fair treatment based solely on merit, capability and potential. This handbook serves as a valuable tool for commanders and directors in identifying discrimination, sexual harassment, and extremism and in eliminating them from the work place. Utilization of this handbook by all commanders and directors is highly encouraged.

3. Special and ethnic observances are conducted to enhance cross-cultural awareness among Soldiers, their Families and Department of the Army Civilians. Commanders will establish policies that ensure all personnel desiring to participate in these observances are given reasonable opportunities to do so.

Larry D. Wyche
LARRY D. WYCHE
Major General, U.S. Army
Commanding

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COMMANDERS