



AFVL-CG

REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 32D ARMY AIR AND MISSILE DEFENSE COMMAND
111 PERSHING ROAD
FORT BLISS TEXAS 79916

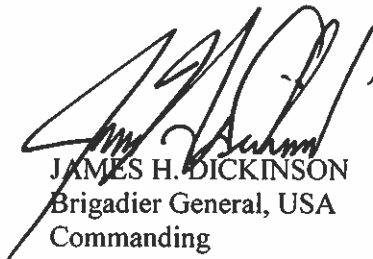
12 September 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Policy (Policy Letter 1-1)

1. Reference: Army Regulation 600-20, Army Command Policy, Chapter 6 and Appendix D Rapid Action Revision, dated 04 August 2011; Fort Bliss Command Policy Letter #7, Equal Opportunity/Complaint Procedures Policy, 15 July 2011.
2. Equal and fair treatment of every Soldier, family member and DA civilian assigned or attached to this unit is an absolute priority. Such treatment directly affects morale, discipline, and readiness of the Command. I am committed to ensuring that Soldiers and civilians are always treated in every area on the basis of merit, fitness, and capacity, and not by race, color, religion, gender, or national origin. Additionally, our civilians will be evaluated without regard to their age or disability.
3. All leaders will take proactive measures to create an environment free of discrimination, verbal abuse, intimidation, and/or derogatory comments. These acts undermine unit cohesion and readiness and will not be tolerated. Every leader will use communications, education, and training to ensure maximum awareness and understanding of these standards. In addition, commanders will establish an active equal opportunity training program that ensures both understanding and compliance of EO objectives.
4. Should any Soldier, family member or civilian believe that he/she is a victim of discrimination, he/she should immediately present their complaint to the chain of command, unit Equal Opportunity Leader, IG, the Staff Judge Advocate, Provost Marshal, Medical Agencies, and Housing Referral and Relocation Services Office for informal resolution. Soldiers may also file a formal complaint with the unit Equal Opportunity Advisor or the Installation EO Office. In addition, civilians can seek further assistance by contacting the Installation Equal Employment Opportunity (EEO) Office. At all times, personnel may contact the 32d AAMDC Equal Opportunity Advisor at 915-309-2899. **Reprisal against individuals exercising their EO or EEO rights will not be tolerated by this command.**
5. A copy of this memorandum will be posted on each bulletin board to battalion level.

“Swift and Sure!”



JAMES H. DICKINSON
Brigadier General, USA
Commanding

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