



U.S. ARMY GARRISON GRAFENWOEHR

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**OVERVIEW**

**OF**

**THE ARMY'S**

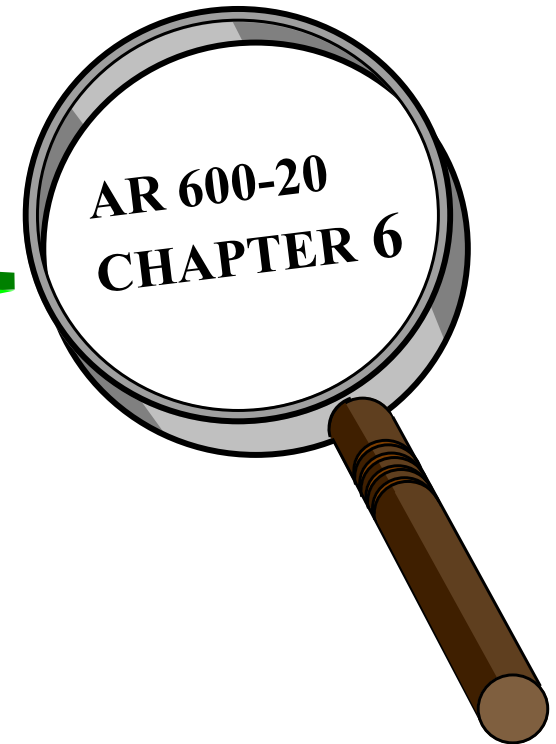
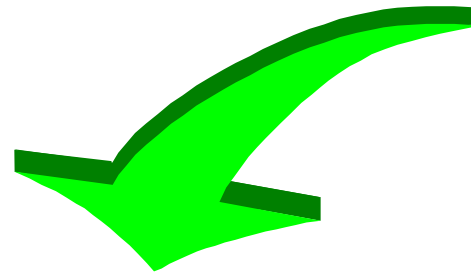
**EQUAL OPPORTUNITY PROGRAM**





## Army Command Policy AR 600-20

- Strives to maximize human potential
- Fair treatment, merit, fitness, and capability



**THE ARMY'S  
EQUAL OPPORTUNITY  
PROGRAM**



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## **Equal Opportunity Policy States**

The U.S. Army will provide equal opportunity and treatment for all military personnel, civilians, and their families without regard to race, color, religion, gender, or national origin and will provide an environment free of sexual harassment



## Goals & Objectives of the EO Program

- To provide a healthy work and recreational environment in which culturally and ethnically diverse soldiers and civilians can interact
- To maximize human potential
- To ensure fair treatment based on MERIT, FITNESS, and CAPABILITY



## Related Elements of EO Program

- Military discipline & conduct
- Appropriate behavior
- Extremist organizations
- Army language policy (Chapter 4 -16 )
- Accommodating religious practices



## Who Can File Complaints

- Civilian Employees
- Soldiers
- Family members



# Responsibilities

- **Complainant**
  - Attempt resolution
  - Advise the commander
  - Submit legitimate complaints



# Types of Complaints

- **Informal:**
  - Not normally in writing on DA Fm 7279
  - No timelines or suspense's
  - Address complaint with urgency as formal
  - MFR for good measure
  - Complainant can resolve him or herself
  - Not necessarily reportable
  - May not be necessary to involve commander





# Types of Complaints

- **Formal:**
  - Filed on a DA Form 7279
  - Complaints may be filed with the following people/agencies: Chain of Command; EOA; IG; HRO; SJA; MP/CID; Chaplain; Medical Agency
  - Filed 60 days from date of incident(s)
  - After 60 days, may be pursued at Commander's discretion



# Appeals and Follow-up

- **Appeals:**
  - Within 7 calendar days
  - Must be in writing
  - Three days for referral and 14 days to complete
  - Final decisions on complaints rest with the General Court-Martial convening authority
- **Follow-up:**
  - EOA conducts an assessment
  - 30 - 45 days after final action
  - To assess complainant's satisfaction