



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 428th FIELD ARTILLERY BRIGADE
HEADQUARTERS, UNITED STATES ARMY FIELD ARTILLERY SCHOOL
FORT SILL, OKLAHOMA 73503-5000



ATSF-B

12 September 2008

MEMORANDUM FOR All 428th Field Artillery Brigade Personnel

SUBJECT: 428th Field Artillery Brigade Policy Memorandum # 006, Equal Opportunity (EO) Program

1. References.
 - a. AR 600-20, Army Command Policy, 18 March 2008.
 - b. CG Policy Memo 07-5, Equal Opportunity (EO) Policy
2. As Commander and Equal Opportunity Officer for the 428th Field Artillery Brigade, I am fully committed to the Army Equal Opportunity Program for all personnel assigned or attached to this command. I will not tolerate discrimination based upon race, color, gender, national origin, or religion. I am personally committed to ensuring all personnel are treated fairly and equitably based on their merit, capability, and potential. I challenge each Soldier, family member, and civilian to take an active role in ensuring the success of this program. It is to everyone's benefit that we learn to live, work and socialize in harmony with one another.
3. Commanders, leaders, and supervisors are responsible for acknowledging and eliminating improper behavior and violations to this policy. All leaders are to ensure that personnel under their direction receive fair treatment based solely on merit, capability, and potential, and are not subjected to discriminatory practices or reprisal. Our mission requires the essential element of mutual trust and unit cohesion. These essential elements can only be achieved when individuals are confident that fair treatment and respect for their capabilities exists.
4. In conjunction with the Equal Opportunity Program, military personnel must reject participation in extremist organizations and activities. Involvement in these organizations threatens the good order and discipline of this command and will not be tolerated.
5. I strongly encourage the reporting of discrimination based upon race, color, religion, gender or national origin through the chain of command; however, if an individual is uncomfortable with utilizing the chain of command, they may use other channels such as the next higher echelon chain of command, or the Brigade EO office at 442-2116.
6. Commanders will examine any allegations of discrimination thoroughly and promptly. Commanders will ensure that all unit personnel are prohibited from taking any action that might discourage Soldiers, family members, or civilians from filing a complaint or seeking assistance to resolve an Equal Opportunity grievance.

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SUBJECT: 428th Field Artillery Brigade Policy Memorandum # 003, Equal Opportunity (EO) Program

Additionally, 428th Field Artillery Brigade personnel are prohibited from taking any disciplinary or other adverse action against a complainant or other personnel, seeking assistance or cooperating with Investigative Officers, Inspector General or other law enforcement agencies. However, this does not preclude commanders from taking action against Soldiers who file fraudulent complaints or give false statements.

7. Any commander who receives discrimination complaints based upon race, color, religion, gender or national origin will immediately contact the appropriate EO Advisor for guidance and assistance in resolving the complaint.

8. This memorandum supersedes policy # 003, dated 26 March 2008.


JOHN S. FANT
COL, FA
Commanding