



DEPARTMENT OF THE ARMY  
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER  
PRESIDIO OF MONTEREY  
MONTEREY, CALIFORNIA 93944-5000

NOV 05 2015

ATZP-CDR

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy on Equal Opportunity

1. References:

a. Department of Defense Directive 1350-2, Military Equal Opportunity Program, 8 June 2015.

b. Department of Defense Directive 1020.02e, Diversity Management and Equal Opportunity, 8 June 2015.

c. Army Regulation 600-20, Army Command Policy, 6 November 2014.

d. Marine Corps Order P5354.1D W/CH1, Marine Corps Equal Opportunity Manual, 14 April 2003.

e. OPNAVINST 5354.1F, Navy Equal Opportunity Policy, 20 September 2011.

f. Air Force Instruction 36-2706, Equal Opportunity Program Military and Civilian, 5 October 2010.

2. Purpose: To set forth guidelines on the Equal Opportunity Program at the Defense Language Institute Foreign Language Center and Presidio of Monterey (DLIFLC and POM) Installation.

3. Applicability: This policy letter applies to all military personnel and their Family members assigned or attached to DLIFLC and POM.

4. Proponent: The proponent for this policy is the Installation Equal Opportunity Advisor's Office, ATZP-EOA at (831) 242-5442/4431. This policy supersedes the previous policy letter on this subject, dated 10 July 2014.

5. I am fully committed to the Equal Opportunity Program; therefore, unlawful discrimination will not be practiced, condoned, or tolerated.

6. The Department of Defense continues to serve as the nation's leader in equal opportunity. This success comes from total commitment to the ideals upon which our country was founded. We must maintain our strong leadership example ensuring equal

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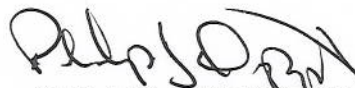
opportunity for everyone by fully supporting the Department of Defense Human Goals Charter and corresponding policies.

7. The Equal Opportunity Program is the responsibility of leadership and a function of command. All services will provide equal opportunity and fair treatment for military personnel and Family members without regards to race, color, gender, religion, national origin or sexual orientation. All services will provide an environment free of unlawful discrimination and offensive behavior. Leaders at all levels must enforce these standards.

8. Military personnel who believe they have been subjected to unlawful discrimination should avail themselves of the remedies provided by the Command Policy on Equal Opportunity Complaint Processing. Commanders, managers, and leaders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts or threats of reprisal and retaliation. All members of the command are required to support and implement the Equal Opportunity Program. Unlawful discrimination by any military member of the command renders that individual liable for administrative or punitive disciplinary action.

9. We all share the responsibility to ensure the fair treatment of every member of this command. I expect everyone to take personal responsibility for creating and sustaining a positive environment based on mutual respect, and geared toward mission accomplishment. A total commitment to the Equal Opportunity Program is essential to maintaining a quality force not just because it's policy, but because it is the right thing to do.

10. The point of contact for this memorandum is the Installation Equal Opportunity Office at (831) 242-5442/4431.



PHILLIP J. DEPERT  
COL, MI  
Commanding

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