



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON GRAFENWOEHR
UNIT 28130
APO AE 09114-8130

IMGF-ZA

05 MAR 2012

MEMORANDUM FOR SEE DISTRIBUTION


SUBJECT: Bavaria Military Community Policy Letter #30; Equal Opportunity (EO) Command Policy

1. **Effective Date.** This letter remains in effect until superseded or rescinded.
2. **Scope.** This policy letter is applicable to all U.S. civilian employees and Soldiers within the USAG Grafenwoehr area of responsibility. Violators of this policy and leaders who fail to take the appropriate action are subject to administrative or punitive actions to include punishment under the Uniform Code of Military Justice.
3. **References.**
 - a. Army Regulation 600-20, Army Command Policy, Chapter 6, Equal Opportunity, RAR, 30 June 2010.
 - b. Army in Europe Command Policy Letter 1, Equal Opportunity, 29 March 2011.
4. **Policy.** The USAG Grafenwoehr's goal is to provide an environment free from personal, social and institutional barriers which allows all service members the opportunity to rise to the highest possible level or responsibility.
 - a. Everyone in our great organization has talents that can assist the USAG Grafenwoehr in accomplishing our mission of training Soldiers and improving quality and productivity. Discrimination adversely impacts performances and hinders career development. Additionally, discrimination destroys a unit's morale and cohesion. Anyone who discriminates or tolerates discrimination may be subject to disciplinary action. Valuing diversity starts with the individual; it starts with you.
 - b. Equal opportunity will be embedded in our daily mission. I expect all leaders to ensure fair treatment for service members based solely on merit, fitness, and capability. Service members and their Families will not be discriminated against based on race, color, religion, gender or national origin.
 - c. In accordance with DoD Directive 7050.6, Department of the Army personnel are prohibited from taking acts or threats of reprisal against any Soldier or civilian employee for filing a complaint of discrimination. Withholding or threatening to withhold favorable personnel action is also prohibited.

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5. **Point of Contact.** Point of contact for this memorandum is the USAG Grafenwoehr EO Office at 475-7215.


JAMES E. SAENZ
COL, SF
Commanding

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