



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

IMBA-EO

JUL 30 2013

MEMORANDUM FOR All USAG Bavaria Military and Civilian Personnel, and Family Members

SUBJECT: USAG Bavaria Policy Memorandum #2, Equal Opportunity (EO) and Complaint Procedures

1. Reference Army Regulation 600-20, Army Command Policy.
2. Equal opportunity (EO) is an essential element of readiness, unit cohesion, and mission accomplishment. Discrimination has no place in our Army or in this command. I expect all leaders to ensure a workplace free of harassment or unlawful discrimination on the basis of race, color, national origin, religion, sex, gender identity, and sexual orientation. Leaders must protect individuals who allege EO violations from acts or threats of reprisal.
3. Soldiers may seek redress through the EO Program in cases of harassment or unlawful discrimination. Those who feel uncomfortable submitting a complaint directly to their chain of command may submit a complaint to the EO Advisor, Sexual Harassment/Assault Response and Prevention (SHARP) Specialist, Inspector General, Chaplain, Provost Marshal, or Staff Judge Advocate.
4. Successful mission accomplishment is dependent upon an inclusive environment where diversity is respected and all team members are treated with dignity and fairness. I fully support the principles and goals of the EO Program and expect the same level of support from subordinate commanders.
5. POC for this policy is the USAG Bavaria EO Office at 526-3105.

A handwritten signature in black ink, appearing to read "CD", written over a horizontal line.

CHRISTOPHER R. DANBECK
COL, AR
Commanding