



DEPARTMENT OF THE ARMY  
UNITE STATES ARMY GARRISON BENELUX  
UNIT 21419  
APO AE 09708-1419

IMCH-EO

MEMORANDUM FOR ALL PERSONNEL ASSIGNED TO THE U.S. ARMY GARRISON  
(USAG) BENELUX

SUBJECT: USAG Benelux Command Policy Letter 2, Equal Opportunity

1. Equal Opportunity is an essential element of readiness at all levels of command and contributes to unit cohesion and mission accomplishment. A work environment that promotes equal opportunity and fair treatment for all Service Members, civilian employees, and Family members is vital to the accomplishment of the mission.

2. Acts of prejudice and discrimination, whether resulting from non-deliberate or deliberate intent, are indications of insensitivity and unfairness and are detrimental to our organizations and our mission. Commanders, supervisors, and all other members of the Army in Europe must work as a team to eliminate bias and promote a healthy organizational climate to motivate and maintain a well-disciplined workforce.

3. As the USAG Benelux Garrison Commander, I fully support the Army's policy of equal opportunity based solely on merit, fitness, and capability. I expect all leaders to ensure the equal and fair treatment of all personnel without regard to color, national origin, race religion, sex, or sexual orientation, and to provide an environment free from unlawful discrimination and offensive behavior.

4. Every member in the community of the United States Army Garrison Benelux has the right to present complaints alleging unlawful acts of discrimination without fear of reprisal. Each member of the chain of command will ensure complaints are protected from threats or acts of reprisal for filing and Equal Opportunity complaint.

5. In accordance with DoD Directive 7050.6, Department of the Army personnel are prohibited from taking acts or threats of reprisal against any Soldier, Family members or civilian employee for filing a complaint of discrimination. Withholding or threatening to withhold favorable personnel action is also prohibited.

6. As commanders and leaders, we are directly responsible for maintaining a climate free of discrimination, harassment and intimidation. Such inappropriate behavior will not be practiced, condoned, or tolerated. Encourage personnel to use the chain of command, EO Advisors, Equal Employment Opportunity managers, chaplains, judge advocates, the Inspector General, and other community resources to report and take action against inappropriate behavior. Commanders and leaders at every level must ensure consistent enforcement and fair, impartial investigations.

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7. I encourage the processing of Equal Opportunity complaints through the chain of command. Soldiers, civilian employees, and their Family members who perceive that they are victims of unlawful discrimination have the right to seek redress of their grievance from their immediate chain of command. However, other channels are also available. Commanders must ensure that their Soldiers and Family members are familiar with the appropriate channels and understand the Equal Opportunity complaint process under the provisions of Army Regulation 600-20, Army Command Policy, and are given ample opportunity and freedom to present grievances without fear of reprisal, coercion, or other adverse consequences.

8. Soldiers and Family members who feel that their complaints are not being properly addressed may seek further assistance from the USAG Benelux Equal Opportunity Advisor, Inspector General, Staff Judge Advocate, Provost Marshal/Criminal Investigation Command, medical agencies, housing referral office, Chaplain, or a higher echelon in the chain of command. Department of the Army civilian (DAC) personnel may also contact the USAG Benelux Equal Employment Opportunity (EEO) Officer.

9. Anyone needing assistance in filing an Equal Opportunity complaint based on the Equal Opportunity categories, i.e. race, color, religion, national origin, gender (sex), and sexual orientation, may contact the USAG Benelux Equal Opportunity Advisor at DSN 597-5772.

10. Complaints may be based on the complainant's actual or perceived discrimination, as well as association with an individual or affinity group associated with a particular basis of discrimination.

11. The rapid identification and resolution of Equal Opportunity issues is critical to cohesiveness and teamwork within our work areas and units. I have full confidence that leaders at all levels will act appropriately when presented with complaints. Regardless of the type of EO investigation conducted for an allegation, commanders are responsible for coordinating with their Equal Opportunity Advisor to ensure the allegation is properly recorded in the Equal Opportunity Reporting System and tracked.

12. For any questions or assistance contact the USAG Benelux Equal Opportunity Advisor at DSN 597-5772. This memorandum will be posted on unit bulletin boards to allow for maximum viewing by our Soldiers, civilians and Family members. Commanders will ensure that their personnel are made aware of all policies regarding Equal Opportunity.

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JAMES R. YASTRZEMSKY  
COL, AV  
Commanding