



**DEPARTMENT OF THE ARMY  
HEADQUARTERS, 1ST ARMORED DIVISION AND FORT BLISS  
11685 SERGEANT MAJOR BOULEVARD  
FORT BLISS, TEXAS 79918**

AFBL-CG

**20 MAY 2022**

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Command Policy Letter #9, Military Equal Opportunity (MEO) Program**

**1. References:**

- a. Department of Defense Instruction (DoDI) 1350.02, DOD Military Equal Opportunity Program, 4 September 2020.
- b. Army Regulation (AR) 600-20 (Army Command Policy), Chapter 6, Military Equal Opportunity Policy and Program, 24 July 2020.
- c. Army Directive 2021-22 (Army Service by Transgender Persons and Persons with Gender Dysphoria), 22 June 2021.

**2. Purpose: To ensure every Fort Bliss Soldier, Civilian and Family Member has an opportunity to reach their potential free of unlawful discrimination or offensive behavior.**

**3. Policy: It is 1st Armored Division and Fort Bliss policy that unit commanders provide equal opportunity and fair treatment to all military personnel and Family members without regard to race, color, national origin, religion, sex (including gender identity and pregnancy) or sexual orientation, and an environment free of discrimination, prejudice, verbal abuse, insensitivity, offensive behavior, and thoughtlessness. This policy applies on and off post, during duty and non-duty hours, and to working, living, and recreational environments (including on and off post housing).**

a. The 1st Armored Division and Fort Bliss Military Equal Opportunity (MEO) program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness. Commanders at all levels are responsible for sustaining a positive MEO climate within their units.

b. Every commander, director, and supervisor will set the appropriate example and will take immediate actions to create and sustain an effective MEO program by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, and loyalty.

c. Commanders, directors, and supervisors at all levels are accountable for addressing policies, procedures, and practices that intentionally or unintentionally contribute to discrimination. Each is responsible for communicating aspects of complaint

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processing procedures to their personnel and to encourage personnel to resolve issues at the lowest level by utilizing their chain of command. If a person feels discriminated against based on race, color, national origin, religion, sex (including gender identity and pregnancy), or sexual orientation, do not hesitate to report the issue in accordance with Chapter 6-6, AR 600-20, to the chain of command, the Inspector General (IG), Equal Opportunity Advisor (EOA), Staff Judge Advocate (SJA), Chaplain, or the Provost Marshal (PM).

d. Each Complainant will have access to the EOA, IG, SJA, Chaplain, or the PM. Any person or a representative filing their complaint either anonymous, informal and/or formal, will be protected from reprisal or retaliation. No Soldier, Civilian, or Family Member may take or threaten to take unfavorable personnel action or withhold a favorable personnel action in reprisal against any person.

e. I fully support this program and direct the same level of support from subordinate commanders. Leaders must proactively educate and train the members of their commands to ensure maximum awareness of this policy.

4. This policy supersedes any previous memorandum on this subject, and is effective until it is superseded or rescinded.



SEAN C. BERNABE  
Major General, USA  
Commanding