



DEPARTMENT OF THE ARMY
HEADQUARTERS, 32D ARMY AIR AND MISSILE DEFENSE COMMAND
5800 CARTER ROAD
FORT BLISS TEXAS 79916

AFVL-CG

OCT 31 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Letter, Equal Opportunity

1. References:

a. Army Regulation (AR) 600-20 (Army Command Policy), Chapter 6, The Equal Opportunity Program in the Army, 6 November 2014.

b. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program), 14 October 2015.

2. Purpose: To ensure every Soldier has an opportunity to reach his or her potential free of unlawful discrimination or offensive behavior.

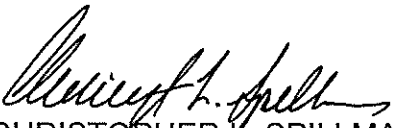
3. Policy: It is 32d Army Air and Missile Defense Command's (AAMDC) policy that unit commanders provide equal opportunity and fair treatment to all personnel and Family Members without regard to race, color, national origin, religion, sex or sexual orientation, and an environment free of discrimination, 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 32d AAMDC EO 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 EO climate within their units.

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

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4. This policy is effective until it is rescinded.



CHRISTOPHER L. SPILLMAN
Brigadier General, USA
Commanding

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