



DEPARTMENT OF THE ARMY  
HEADQUARTERS, XVIII AIRBORNE CORPS AND FORT BRAGG  
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FORT BRAGG, NORTH CAROLINA 28310-5000



AFZA-CG

*E* March 2018

MEMORANDUM FOR Soldiers and Civilians of XVIII Airborne Corps and Fort Bragg

SUBJECT: Commanding General's Policy Letter #4: Equal Opportunity (EO) Program

1. References:

- a. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
- b. Department of Defense Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), 8 June 2015.
- c. Department of Defense Directive 7050.6 (Military Whistleblower Protection), 17 April 2015.

2. This memorandum supersedes and replaces Commanding General's Policy Letter #3: Trust, Teamwork and Cohesion, Enclosure 2 (Equal Opportunity (EO)), published 10 October 2017.

3. Purpose. Fort Bragg commanders will provide Equal Opportunity and fair treatment for military personnel and Family members without regard to race, color, gender, religion, national origin, sex (including gender identity, or sexual orientation), and provide an environment free of unlawful discrimination and offensive behavior.

4. Policy. As the Commander, I am committed to ensuring Equal Opportunity is a guiding principle of our military establishment. The diversity of our nation is the strength of our Army as it allows each person to serve the nation to their fullest potential. Equal Opportunity is a combat multiplier and improves mission effectiveness. Our nation's security and prosperity depend upon our ability to develop and employ the talents of a diverse population. In support of this, I will not tolerate any discrimination based on race, color, religion, sex (including sexual identity), national origin, or sexual orientation. Nor will I tolerate acts of hazing and bullying or other behaviors that undermine the dignity and respect of Soldiers, Family Members, and Civilian employees.

5. The objective of the program is to ensure all people are treated with dignity and respect. We can only realize this objective through the unified efforts of all XVIII Airborne Corps members. Leaders and supervisors at all levels have a personal responsibility in supporting this objective by recognizing and eliminating improper behaviors that violate the Army's EO policy. Only through teamwork and active leader engagement can we ensure that all people are treated fairly. All personnel, regardless

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of race, color, religion, sex (including sexual identity), national origin, or sexual orientation have the right to carry out their jobs and achieve their potential based solely on their capability, merit, and fitness. Our mission requires trust and unit cohesion, which can be achieved only when individuals know that they are treated fairly and with respect. Violations of the EO policy will not be condoned or tolerated. All Soldiers will immediately report any violations of this policy to their chain of command, EO practitioners, or to the IG Office as appropriate.

6. Commanders and supervisors will remain proactive in preventing and eliminating discrimination. The EO office provides advice and assistance to the unit; however, the commander is the organization's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues. Complaints should be referred to the chain of command, but they may also be made to an Equal Opportunity Advisor as well as support agencies, such as the Inspector General, the Provost Marshal, the Chaplain, or the Staff Judge Advocate. However, Equal Opportunity Advisors are the only personnel authorized to take a formal EO complaint should the situation dictate.

7. Commanders are responsible for maintaining a positive EO climate within their organization. Leaders will treat all reports of EO violations in accordance with Appendix C of AR 600-20. Allegations will be investigated and appropriate action will be taken based on the individual merits of each allegation. We have the responsibility to assist complainants, protect them from reprisal, investigate thoroughly and take action swiftly and fairly. All personnel must remain vigilant and proactive in creating an environment in which everyone is treated with dignity and ready.

8. Point of contact is the XVIII Airborne Corps Equal Opportunity Program Manager at (910) 432-3921 or EO Hotline at (910) 396-4538.

  
PAUL J. LaCAMERA  
Lieutenant General, USA  
Commanding