



DEPARTMENT OF THE ARMY
HEADQUARTERS, 10TH MOUNTAIN DIVISION (LIGHT INFANTRY) AND FORT DRUM
FORT DRUM, NEW YORK 13602-5000

AFDR-CG

1 May 2019

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum 2, Equal Opportunity (EO) Program

1. References. AR 600-20, Army Command Policy, 6 NOV 14.
2. Commanders, leaders, and supervisors must establish and sustain a climate that fosters human dignity, fairness, and respect for individual goals and aspirations while eliminating attitudes, behaviors, and practices that impact adversely on unit cohesiveness. Discrimination that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, sex (including gender identity), sexual orientation, national origin, or religion will not be tolerated. Every allegation will be investigated and appropriate action will be taken based on the individual merits of each allegation.
3. I am the Equal Opportunity Officer for 10th Mountain Division. Every commander is the Equal Opportunity Officer for his or her unit or organization. Commanders will:
 - a. Inform their subordinates of the high standards of conduct they expect both on and off duty. Take prompt and appropriate action when incidents of discrimination occur or are alleged to have occurred. Make sure that feedback is provided to Soldiers who make a complaint or inquiry.
 - b. Conduct 2 hours of EO training annually. Ensure all Soldiers, NCOs, and officers attend the training. Training should be conducted at the squad, section, or platoon level. Dialogue is the key to successful training. Command teams will also attend the annual executive seminar.
 - c. Conduct a unit climate assessment within 60 days of assuming command. This assessment will be done using the DEOMI Equal Opportunity Climate Survey (DEOCS) or other survey instruments approved by AR 600-20. Within 30 days of completion, commanders will communicate the findings to their unit and then to their next higher commander and develop a proactive program to take corrective action or sustain success.
4. I will not tolerate acts of reprisal or attempts to suppress anyone who wants to file an EO complaint. I strongly encourage processing these complaints through the chain of command or Equal Opportunity Leader, but these are not the only channels available.

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SUBJECT: Policy Memorandum 3, Equal Opportunity (EO) Program

Soldiers may also contact the next higher echelon in the chain of command, the Inspector General, the Chaplain, Provost Marshal, Medical Agencies, 10th Mountain Division Opportunity Advisor or the Staff Judge Advocate. All complaints will be processed IAW AR 600-20, Appendix C.

5. EOA's are not to perform extra duties but must remain focused on their sole responsibility of providing Equality Opportunity advice to the command as extra duties can and will disqualify them from being impartial or even be perceived as being impartial. Furthermore, EOAs will not be assigned duties that may create a conflict of interest or distract from their primary duties.

6. Point of contact for this policy is the Fort Drum Equal Opportunity Program Manager at (315) 772-9174/9210.



BRIAN J. MENNES
Major General, USA
Commanding

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