



**DEPARTMENT OF THE ARMY**  
**US ARMY INSTALLATION MANAGEMENT COMMAND**  
**HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT DRUM**  
**10000 10TH MOUNTAIN DIVISION DRIVE**  
**FORT DRUM, NEW YORK 13602-5046**

AMIM-DRG-ZA

23 July 2021

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Garrison Policy Memorandum 21-05, Equal Opportunity (EO) Program**

1. Reference: Army Regulation 600-20, Army Command Policy, 24 July 2020.
2. Supersession: This policy supersedes Garrison Policy Memorandum 19-05, Equal Opportunity, 26 July 2019.
3. Applicability: This policy applies to all Department of the Army Civilians, and active duty military personnel assigned or attached to any unit or element subordinate to the authority of the Commander, United States Army Garrison-Fort Drum.
4. I am personally committed to the Army's EO program. The policy of the Army is to provide equal opportunity and fair treatment for all Soldiers and Family members regardless of race, sex (including gender identify), color, national origin, religion, or sexual orientation. This policy applies equally in the service member's job, housing or recreational environment. It is my policy that all Commanders and Soldiers support these principles and maintain a strong commitment toward ensuring that the EO program is successful. This requires personal, direct, and continuous involvement by all members in this command.
5. Equal opportunity is a responsibility of leadership and a function of command. Leaders at all levels must continue to establish and maintain command climates that focus efforts toward mission accomplishment. Additionally, I challenge each leader to create and maintain an environment free of discrimination and sexual harassment. This is our obligation to every Soldier and Family member in the Garrison command. Commanders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts or threats of reprisal and retaliation.
6. Soldiers desiring to file a discrimination complaint are encouraged to use their chain of command first to resolve their complaints. Alternative means for resolving complaints are also available including EO Advisors, Chaplains, Inspectors General, Staff Judge Advocate, Provost Marshal, Criminal Investigation Division, medical agencies, and the Housing Referral Office.

AMIM-DRG-ZA

SUBJECT: Garrison Policy Memorandum 21-05, Equal Opportunity (EO) Program

7. The point of contact for this policy is the LTC Andrea G Dover, Equal Opportunity Program Manager at (315) 772-9714.

JAMES J. ZACCHINO, JR.  
Colonel, LG  
Garrison Commander

DISTRIBUTION: A