

Our Purpose

This leaflet is intended to provide information about the Military Equal Opportunity (MEO) Policy and Complaint Process IAW AR 600-20, Chapter 6 within the U.S. Army. It is our policy to provide Equal Opportunity and fair treatment for Soldiers, family members and DA civilians without regard to **Race, Color, Religion, Sex [to include gender identity and pregnancy], National Origin, Sexual Orientation, and Harassment which includes hazing, bullying, and other discriminatory harassment** and to provide an environment free of unlawful discrimination.

The MEO program's goal is to maximize human potential and to ensure fair treatment for all Soldiers based solely on **merit, performance, and potential** in support of readiness.

Provide EO support **to Soldiers, DA Civilians and Family Members** both on and off post.

Assist in the promotion of treating all members with **dignity and respect** and providing an environment that is **free of unlawful discrimination and harassment**.

EQUAL OPPORTUNITY



Dignity and Respect

Who can help you?

Equal Opportunity Leader (EOL)

- ✓ Assigned at **Company and Battalion Level**
- ✓ Process **INFORMAL** complaints (only)
- ✓ Support with conflict resolution
- ✓ Liaison with higher level EOLs & EOAs

Equal Opportunity Advisor (EOA)

- ✓ Assigned at **Brigade and Division Level**
- ✓ Process **Informal, and Formal** complaints
- ✓ Support with conflict resolution
- ✓ Initiate Climate Surveys for CDRs

Other Helpful Agencies

- **Inspector General (IG)**
- **SHARP**
- **Chaplains**
- **Medical Providers**
- **Staff Judge Advocates (JAG)**
- **Military Police (MP)**
- **Suicide Prevention Hotline**
- **Equal Employment Office (EEO)**

Individual Rights

Present a complaint without fear of intimidation, reprisal, or harassment

Communicate to the Chain of Command concerning complaint

Receive assistance when submitting a complaint

Receive info on the EO complaint and appeal process

RIGHTS

Individual Responsibilities

RESPONSIBILITIES

Informing the Chain of Command of EO violations

Submitting a legitimate complaint only

Attempting conflict resolution first by informing the individual of his/her mistreatment

Types of Complaints

ANONYMOUS

- ✓ Complainant remains unidentified
- ✓ Submit complaint through phone or anonymous email
- ✓ May be handled as an informal or formal complaint (Commander's decision)

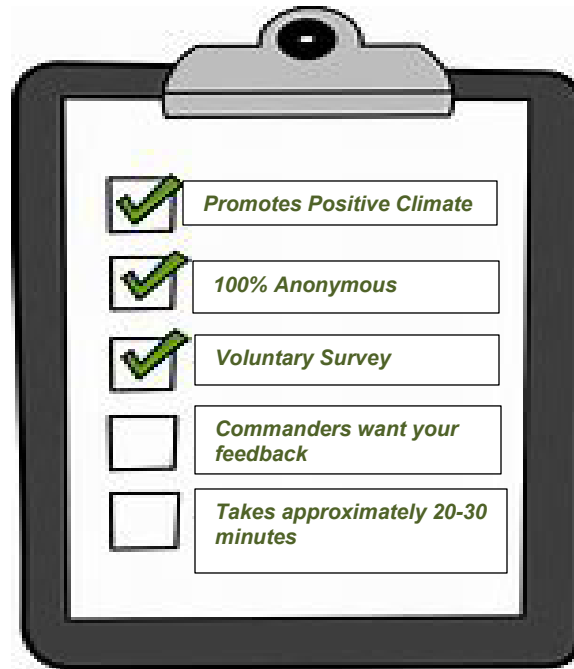
INFORMAL

- ✓ Complainant does not wish to file in writing
- ✓ Issues can be resolved by:
 - Direct Approach
 - Indirect Approach
 - 3rd Party Assistance
 - Chain of Command

FORMAL

- ✓ Filed in writing and sworn under oath to its accuracy
- ✓ Complainant specifies alleged concerns
- ✓ Submitted to appropriate Commander
- ✓ Commander directs investigation
- ✓ Subject to specific timelines

Command Climate Survey



During your time in Fort Drum, you will be offered an opportunity to participate in a Command Climate Survey. Your participation is highly encouraged! The feedback you provide will give your commander an assessment of your organization's climate. Please include details on any recommendations for improvements!

POINTS OF CONTACT

Brigade EOA Office Numbers

- 1BCT: 315-772-7119
- 2BCT: 315-774-3763
- 3BCT (Fort Polk, LA): 337-718-8794
- 10th CAB: 315-774-1965
- 10th DSB: 315-772-0588

Division EOA Office Numbers:

- 315-774-3793
- 315-772-9226/9210 OR
- 24/7 EO Hotline: 315-772-6711

The U.S. Army Military Equal Opportunity Program



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**10th Mountain Division (LI)
Equal Opportunity Office
24/7 Hotline: 315-772-6711**

