



**DEPARTMENT OF THE ARMY**  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON  
307 CHAMBERLAIN AVENUE  
FORT GORDON, GEORGIA 30905-5730

IMGO-ZA

JUL 24 2018

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 3 - Equal Opportunity

1. Reference: Army Regulation 600-20, Chapter 6, Army Command Policy, 6 November 2014 / DOD Directive (DODD) 1020.02E.
2. Equal and just treatment is a right guaranteed by the U. S. Constitution and affects all aspects of this organization. Unit morale and mission accomplishment are dependent upon the proper treatment of every individual. Therefore, Equal Opportunity (EO) and fair treatment for all personnel and Family members, both on and off post, and will always be a concern of this command.
3. Discrimination as outlined in AR 600-20 Chapter 6, verbal abuse, intimidation, sexual and derogatory comments, are unacceptable and will not be practiced, condoned, or tolerated. Commanders, supervisors and Leaders, at all levels, will set the example, and articulate and enforce all EO policies. Everyone will be treated with dignity and respect.
4. I am committed to fostering a positive command climate where every Soldier and Civilian believes that their success is determined by individual merits, contributions, potential, and performance and not by treatment or bias based on race, color, gender, religion, or national origin, or sexual orientation. This command will reward honesty, integrity and the pursuit of excellence and will foster a climate that is free of discrimination.
5. The EO Poster, dated July 2016, provides alternative agencies to address unlawful discrimination. The chain of command is the best avenue for addressing allegations of discrimination. Military personnel or Family Members may also file complaints with the EO office at 706-791-2014 or with the Inspector General (IG), in Building 35200 at 706-0791-4565. The Housing Referral Office, Staff Judge Advocate, PMO, CID, Chaplain, and Medical Personnel can serve as alternative agencies accepting complaints of illegal discrimination. The Installation EO Office also serves as a liaison for Navy, Marine Corps, and Air Force personnel.
6. Complaints by civilian personnel alleging unlawful discrimination should be handled in accordance with the procedures outlined in AR 690-600. "Equal Employment Opportunity Discrimination Complaints," or as described in DoD and Department of the

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Army policy implementing Title 10 U.S.C 1561, or as provided in any applicable collective bargaining agreement.

7. All Soldiers and Family members are protected from reprisal or retaliation for filing EO complaints. No Soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If threatened with reprisal or if reprisal occurs, he or she must report these circumstances to the DoD IG. The DoD IG hotline number is (800) 424-9098 or DSN 664-8779 and may be used to report threats or acts of reprisal. If an allegation or reprisal is made known to any agency authorized to receive complaints, the agency should refer the complaint to the DoD IG.

8. The Equal Opportunity Assistance Line is DSN 706-791-3600/2014. The Army EO Hotline number is 1-800-267-9964.

9. A copy of this memorandum will be posted in the permanent section of all unit bulletin boards.

10. Point of contact for this memorandum is the Installation EO Office at DSN 780-791-3600/2014.

  
JAMES S. CLIFFORD  
Colonel, SC  
Commanding