



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 22 2020

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 2 – Equal Opportunity (EO) and Treatment of Persons

1. References:

- a. Army Regulation 600-20, Army Command Policy, 06 November 2014.
- b. Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.
- c. Department of Defense Instruction 6495.02, Sexual Assault Prevention and Response (SAPR Program Procedures), May 24, 2017.
- d. Department of Defense Instruction 1020.03, Harassment Prevention and Response in the Armed Forces, February 8, 2018.
- e. Department of Defense Directive-type Memorandum (DTM) 19-004, Military Service by Transgender Persons and Persons with Gender Dysphoria, March 12, 2019.

2. The Equal Opportunity (EO) program is a comprehensive effort to maximize human potential and to ensure fair treatment for all personnel. It is based on the principles of fairness, justice, and equality, and asserts that treatment of all persons is based on merit, fitness, and capability in support of readiness. The EO program applies to military personnel and Family Members, both on and off post during duty and non-duty hours, and within the limits of the Federal, State, and local laws. In the event a Soldier or Family Member wishes to file an EO complaint, procedures for doing so are outlined in the Garrison Commander's Equal Opportunity Complaint Procedures policy memorandum.

3. The Army is a values-based organization where everyone is expected to do what is right by treating all persons as they should be treated-with dignity and respect. Hazing, bullying, and other behaviors that undermine dignity and respect are fundamentally in opposition to our values and are prohibited. This includes hazing and bullying committed physically, verbally, or through phone via voicemail or text messages, email, social media, or any other virtual or electronic medium. Every Servicemember and Civilian has the right to work and live in an environment free of hostility, as directed by the Army's policy on Treatment of Persons, AR 600-20, Para. 4-19. Members of this command who believe they have been subjected to hazing and bullying may file a complaint with the Inspector General office.

4. The command will not retaliate against an individual who makes or prepares any protected EO or Treatment of Persons related communication. Should a member of this command be

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threatened with reprisal, or if reprisal occurs, they must report these circumstances to the Inspector General office.

5. This policy letter is effective until superseded or rescinded.

A handwritten signature in black ink, appearing to read 'SHAW S. PICK', with a long horizontal stroke extending to the right.

SHAW S. PICK
COL, SC
Commanding