**DEPARTMENT OF THE ARMY**
**US ARMY INSTALLATION MANAGEMENT COMMAND**
**HEADQUARTERS, UNITED STATES ARMY GARRISON FORT GREELY**
**P. O. BOX 31269**
**FORT GREELY, ALASKA 99731-1269**

AMIM-AKG-ZA 27 Jun 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Equal Opportunity (USAG Greely Policy #3)

1. References:

a. Army Regulation 600-20, Army Command Policy, Chapter 7, 24 July 2020.

b. Army Regulation 690-600, Equal Opportunity Discrimination Complaints, 9 February 2004.

2. People are our most important and precious resource. All members of this command will respect others as individuals and treat everyone with dignity and respect. Everyone will have an equal opportunity to rise to the highest level of rank and position based on merit, fitness, and capability and potential.

3. Each Soldier, Family member, and Department of the Army civilian employee within USAG Greely will be provided equal opportunity and fair treatment without regard to race, color, religion, gender, or national origin. This policy applies both on and off post, during duty, non-duty hours, on and off post housing as well as recreational environments.

4. Discrimination is any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, religion, gender, gender identity, sexual orientation or national origin. The use of disparaging terms to degrade or connote negative statements pertaining to race, color, gender, gender identity, sexual orientation, national origin, or religion constitutes unlawful discrimination, regardless of whether these terms are expressed as verbal statements, printed material, visual material, signs, posters, or insignia.

5. All Soldiers, Family members, and DA civilians have the right to:

a. Present a complaint to this command, through the chain of command, EEO office, or to me directly, without fear of intimidation, reprisal, or harassment.

b. Communicate with their supervisor and the USAG Greely chain of command about their complaint.

c. Receive assistance in submitting a complaint.

d. Receive training on the Army's EO complaint and appeals process.

6. I encourage the processing of EO complaints through the chain of command; however, other channels are also available. Supervisors will ensure that all employees are familiar with the Army's policy on sexual assault and that contact information for the local EEO office is publicly posted. Alternate reporting channels include the Inspector General, Staff Judge Advocate, Chaplain, and housing referral office.

7. No member of this command may take or threaten to take an unfavorable personnel action, or withhold a favorable action in reprisal against any person for filing a complaint. Any acts or threats of reprisal should be immediately reported to the chain of command, Inspector General, or Staff Judge Advocate.

8. I am personally committed to the Army's EO Program and demand nothing less from the military and civilian personnel within this command. Commanders must emphasize that diversity makes us stronger as we pursue our mission as warfighters and service providers.

9. Expiration Date: This policy memorandum will remain in effect until canceled or superseded in writing.

10. Proponent: Questions concerning this policy should be directed to the Equal Opportunity Advisor at 907-353-9264.

MARSHALL.KEITH.ALAN.1274218319
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Date: 2023.07.07 11:04:14 -08'00'

KEITH A. MARSHALL
LTC, AD
Commanding

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