



DEPARTMENT OF THE ARMY
HEADQUARTERS, 25TH INFANTRY DIVISION AND U.S. ARMY HAWAII
BUILDING 580 KOLEKOLE AVENUE
SCHOFIELD BARRACKS, HAWAII 96857-6000

30 JAN 2019

APVG-CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 25th Infantry Division and United States Army Hawaii Policy Letter #2 -
Equal Opportunity (EO) Program

1. References:

- a. AR 600-20, Army Command Policy, 6 November 2014
- b. USARPAC Equal Opportunity Policy Letter, 26 November 2018
- c. I Corps Equal Opportunity Policy Letter, 8 April 2017
- d. TC 26-6, Commanders Equal Opportunity Handbook, 23 June 2008
- e. Army Directive 2018-07, (Prioritizing Efforts-Readiness and Lethality (update 6), 25 May 2018
- f. Army Directive 2018-23, (Improving the Effectiveness of Essential and Important Army Programs: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Prevention, and Resiliency), 08 November 2018

2. Applicability. This policy applies to all Soldiers, Family members, and DOD Civilian employees.

3. Policy.

a. This command's mission is to ensure fair treatment for all Soldiers, Family members, and DOD employees without regard to race, color, gender, religion, national origin, or sexual orientation. This command is committed to provide an environment free of unlawful discrimination, offensive behavior and unfair treatment, and one that fosters treating each other with dignity and respect.

b. Equal Opportunity is a readiness issue. Soldiers will receive Military Equal Opportunity (MEO) training, in combination with training on the prevention of hazing, bullying, retaliation, and reprisal annually. This training will be conducted face to face. Commanders will determine the duration, location and means for conducting the training as outlined in paragraph b, (1-3) Army Directive 2018-23. Unit leaders will lead the training and may use MEO professionals as available and necessary.

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c. All Commanders will conduct a Command Climate survey (CCS) within 60 days of assuming command, and annually thereafter if still in command. Commanders will provide feedback to their formation and an action plan to the next higher commander/supervisor within 30 days after close out of Command Climate survey (CCS). Additionally, in order to enhance leader awareness, all brigade-sized units will conduct executive-level training annually.

d. The chain of command remains the primary channel for resolution of issues. In some instances use of the chain of command may be impractical. In those rare cases, numerous other agencies can provide assistance on equal opportunity concerns. These include: the Equal Opportunity Office, Equal Employment Office, the Inspector General, Staff Judge Advocate, Chaplain, and others outlined in AR 600-20.

e. Equal Opportunity Special/Ethnic Observances are conducted each year and are designed to enhance cultural awareness among all Soldiers, Family members, and DOD Civilians. These special or ethnic observances are designed to recognize the contributions and achievements of our diverse society. The intent is to foster understanding, teamwork, harmony, pride, and esprit de corps amongst all members of this command.

4. Expiration Date. This policy remains in effect until cancelled or superseded in writing.

5. Proponent. The 25th Infantry Division and USARHAW Equal Opportunity Office is the proponent staff agency for this policy memorandum. Questions concerning this policy should be directed to the 25th ID and USARHAW Equal Opportunity Office, 655-0053.



RONALD P. CLARK
Major General, USA
Commanding

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