

USAICOE AND FORT HUACHUCA MILITARY EQUAL OPPORTUNITY OFFICE

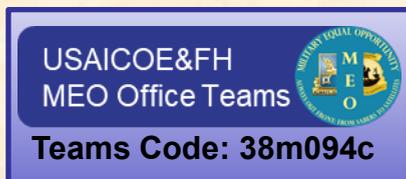
Maximizing human potential and ensuring fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness.

MEO Program Manager - PH: 520-533-5305, GOV Cell 520-220-6432
Installation EOA - PH: 520-533-3696
Installation EOA - PH: 520-538-0533
111th MI BDE EOA - PH: 520-533-1717

Network Enterprise Technology Command (NETCOM) MEO Program Manager / EOA Located in Greely Hall PH: 520-538-6751, GOV Cell 520-236-6677

MEO Organizational Mailbox – usarmy.huachuca.icoe.mbx.meo@army.mil

MEO Public Webpage – <https://home.army.mil/huachuca/index.php/about/Garrison/military-equal-opportunity-office>



MILITARY EQUAL OPPORTUNITY & HARASSMENT COMPLAINT PROCESS

Before You Go to MEO...

- ~ **Is your complaint EO related?** Race, Color, Religion, Sex (including Gender Identity and Pregnancy), National Origin, Sexual Orientation and harassment which includes hazing, bullying and other discriminatory harassment.
- ~ **Did you attempt to communicate your concerns to the offender?** You are not required to confront the offender; however, it is encouraged.
- ~ **Have you contacted your unit Equal Opportunity Leader (EOL)?** If you cannot resolve your conflict with the offender contact your unit EOL.
- ~ **Did you give your chain of command an opportunity to resolve the issues?** Soldiers have the right to visit the MEO Office to voice their complaints of unlawful discrimination and/or harassment. [Soldiers are encouraged to resolve the issue at the lowest level.](#)

[If assistance is still needed, contact your EO Advisor \(EOA\) or the MEO Office. MEO is the commander's program.](#)

*The EOA provides advice and makes recommendations to commanders; and will provide assistance through the complaint process.

*Be honest and don't provide misleading information, complaint must be supported by facts.

[IAW AR 600-20, "Soldiers who knowingly submit a false MEO complaint may be punished under the UCMJ"](#)

Make an informal complaint. Report inappropriate behavior without initiating a full investigation. This may be most appropriate for minor infractions, where the complainant simply wants the behavior stopped.

If you are the Complainant

MEO Hotline
Call to clarify whether an incident or behavior qualifies as harassment or discrimination.
520-249-0451



If Behavior Persists → File formal written complaint (DA Form 7279).
Complaints must be filed within 60 days of the incident – those filed after the 60 days may be pursued at the commander's discretion IAW AR600-20

- MEO and Harassment Complaints are received by MEO Professionals (MEO PM, MEO SGM, MEO Advisor, MEO Specialist) or (RA/USAR) Commanders. Complaints cannot be received by EOLs.
- Complaints must be referred to commander within **3 calendar days**. Complaints filed with an agency against a member of the chain of command will be referred to the next higher command in the chain. Commander will forward the complaint or detailed description of allegation(s) to the first SPCMCA (Brigade Level) when the complaint is processed at Battalion or Company Level, or first GCMCA when the complaint is processed at Brigade Level.
- The commander or the investigating officer appointed by the commander has **30 calendar days** to investigate the allegations and meet the complainant to discuss the outcome and results. Appellate authority reviews/provides result within **14 days** of receipt. A **30 day extension** may be granted from the next higher command if circumstances require it.
- Legal review and notification of final decision within **14 days** of investigation completion.
- The complainant and the subject(s) have **30 calendar days** to appeal the to the first SPCMCA (Brigade Level) or GCMCA if the complaint was processed at Brigade Level. That commander has **14 days** to complete the investigation and provide written feedback on the results.
- Within **30 days**, an assessment is conducted by the MEO Professional on all formal complaints (substantiated and unsubstantiated) to determine the effectiveness of any corrective actions taken and to detect and deter any incidents of reprisal. The MEO Professional will present the findings and recommendations to the commander within 5 days.