

USAICOE AND FORT HUACHUCA MILITARY EQUAL OPPORTUNITY OFFICE

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

MEO Office – 904 Butler Road, Building 22414, Advisory Resources Center – Map on Virtual MEO Office

MEO Organizational Mailbox - usarmy.huachuca.icoe.mbx.meo@mail.mil

Virtual MEO Office (CAC Enabled) - <https://ikn.army.mil/apps/IKNHostedWebsites/MilitaryEqualOpportunity>

Network Enterprise Technology Command (NETCOM)

MEO Program Manager / EOA

Located in Greely Hall

PH: 520-538-6751, GOV Cell 520-236-6677

MILITARY EQUAL OPPORTUNITY & HARASSMENT COMPLAINT PROCESS

Before You Go to MEO...

Be sure your complaint is EO related.

The six basis of discrimination for EO are:

Race, Color, Religion, Sex (including Gender Identity and Pregnancy), National Origin and Sexual Orientation.

Note: Sexual harassment falls under SHARP.

Attempt to communicate your concern to the offender.

The complainant is not required to confront the offender; however, it is encouraged.

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.*

We encourage Soldiers to resolve the issue at the lowest level.

Have you contacted your unit Equal Opportunity Leader (EOL)?

If you cannot resolve your conflict with the offender or chain of command, contact your unit EOL.

If assistance is still needed, contact your EO Advisor (EOA) or the MEO Office.

Keep in mind that the EO Advisor provides advice and makes recommendations to commanders; and will provide assistance to you through the complaint process.
MEO is the commander's program.

Be honest and don't provide misleading information.

IAW AR 600-20, AppD-12, "Soldiers who knowingly submit a false complaint may be punished under the UCMJ"

Remember a complaint must be supported by facts.

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 Behavior Persists

If you are the Complainant

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



Military Equal Opportunity Hotline

Call to clarify whether an incident or behavior qualifies as harassment or discrimination.

520-249-0451

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 7 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 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.

MAXIMIZING HUMAN POTENTIAL AND ENSURING FAIR TREATMENT FOR ALL PERSONS
BASED SOLELY ON MERIT, PERFORMANCE, AND POTENTIAL IN SUPPORT OF READINESS.

LOYALTY, DUTY, RESPECT, SELFLESS SERVICE, HONOR, INTEGRITY, PERSONAL COURAGE