



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY TRAINING CENTER AND FORT JACKSON
2400 JACKSON BOULEVARD
FORT JACKSON SC 29207-5015

07 MAR 2025

ATZJ-EO (800D)

MEMORANDUM FOR

Commanders, All Units Reporting Directly to US Army Training Center and Fort Jackson
Commanders, Fort Jackson Partners in Excellence
Directors and Chiefs, Staff Offices, US Army Training Center and Fort Jackson

SUBJECT: Fort Jackson Policy Memorandum #3 - Military Equal Opportunity and Harassment Prevention and Response Program

1. References:

- a. Army Regulation (AR) 600-20 (Army Command Policy)**
- b. Training Circular (TC) 26-6 (Commander's Equal Opportunity Handbook)**

2. The Department of the Army (DA) is committed to providing equal opportunity (EO) and fair treatment for Soldiers, Families and Army Civilians without regard to race, color, religion, sex to include pregnancy, sexual orientation or national origin. AR 600-20, paragraph 6-1, prescribes that Military Equal Opportunity (MEO) and Harassment Prevention and Response program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness.

3. Our ability to accomplish our mission is dependent on the readiness of every member of this team, both military and civilian, and maximizing their contributions to the unit's efforts by making the most of their individual skills. Acts of unlawful discrimination, intimidation, and verbal abuse undermine unit cohesiveness, esprit de corps, and ultimately, mission accomplishment.

4. This policy memorandum implements the Army Harassment Prevention and Response Program and applies to all Soldiers and Army Civilians assigned or attached to Fort Jackson. Army Civilians wishing to file a harassment complaint should seek assistance with the Equal Employment Opportunity (EEO) Office.

5. Personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person). Furthermore, Army leaders (military and civilian) will lead by example and do what is right to prevent abusive treatment of others. Hazing, bullying, discriminatory harassment, online

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misconduct, and other acts of misconduct, undermine trust, violate our ethic, and negatively impact command climate and readiness. It is the responsibility of all personnel experiencing or witnessing misconduct to report the matter to the chain of command or supervisor. Alternative avenues for reporting include: Family support services, military equal opportunity, equal employment opportunity office, sexual harassment/assault response and prevention, and Army law enforcement. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commanders at all levels are responsible for ensuring all supervisors, Soldiers, Army Civilians, and Family members are aware of what constitutes hazing and bullying and the available avenues of redress.

6. People are our greatest resource, and equal opportunity is the responsibility of the leadership and command. Individuals desiring to file a complaint are encouraged to use their chain of command first to resolve the complaints. I hold all commanders accountable for the EO climate within their units. I expect commanders to cultivate an environment that is free from unlawful discrimination and offensive behavior. Alternative agencies and resources are also available to resolve complaints including EO advisors, installation chaplains, Inspector General, Staff Judge Advocate, Provost Marshal, Criminal Investigation Division, medical agencies, and the residential communities' initiative (RCI), and housing. In addition, commanders will ensure individuals who file EO complaints are protected from reprisal or retaliation. Any acts of reprisal or attempts to discourage the filing of EO complaints will not be tolerated. AR 600-20, paragraph 6-7, stipulates that DA personnel are prohibited from taking acts of reprisals against any Soldier for filing a complaint or unlawful discrimination (see DODD 70503.6). Such reprisals are in direct violation of Army policy and will be reported immediately to the Fort Jackson Inspector General at (803) 751-3247.

7. I charge Army leaders to set the example and provide a living, working, and recreational military environment free of unlawful discrimination. To do so, you must ensure your Soldiers and Civilians know and understand the manifestations and impact of such behavior. This is accomplished through training. Annual MEO and harassment prevention and response training is mandatory per AR 600-20, appendix D, paragraph D-3. Commanders will execute such training and ensure it is documented on training schedules and in the digital training management system in accordance with AR 350-1.

8. Commanders will execute Army Heritage Month during the month of June (annually) with the assistance and advice of the MEO Office(s) to promote the Army values and to promote unit cohesion, teamwork, and esprit de corps. All personnel desiring to

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participate in the Army Heritage Month activities will be given reasonable opportunity to do so.

9. If you feel that you are a victim of discrimination, do not hesitate to visit the MEO office. Complaints can be filed at the MEO office, through your brigade EO advisor, or through your chain of command.

10. Each commander/commandant will publish and post policy memorandum on EO, EO Complaint Processing Procedures and the Harassment Prevention and Response Program.

11. The proponent is the Fort Jackson Military Equal Opportunity Office at (803) 751-4916/2990/5452.



DARYL O. HOOD
Major General, USA
Commanding