**Mission:** The Fort Knox Equal Opportunity Advisors assist commanders in their efforts to formulate and sustain a comprehensive effort to maximize human potential and to ensure fair treatment of all military members and their family members based solely in merit, fitness, and capability in support of readiness.

**Purpose:** Through the cooperative efforts of unit commanders and the EO Advisors, the goal of the EO Program is to create and sustain effective units by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the military members and their families members assigned to this installation.

**Process:** It is the right of all military members, and their family members to present complaints of Sexual Harassment or discrimination based on race, color, religion gender or national origin; this applies on or off the installation.

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**EQUAL OPPORTUNITY/SEXUAL HARASSMENT COMPLAINT PROCESS**

**MAKE AN INFORMAL COMPLAINT REPORT INAPPROPRIATE BEHAVIOR WITHOUT INITIATING A FULL INVESTIGATION. THIS MAY BE MOST APPROPRIATE FOR MINOR INFRACTIONS, WHERE VICTIM SIMPLY WANTS BEHAVIOR STOPPED.**

**FILE A FORMAL WRITTEN COMPLAINT (DA FORM 779-R) WITH ANY OF THE FOLLOWING PEOPLE OR AGENCIES. COMPLAINTS MUST BE FILED WITHIN 60 DAYS OF INCIDENT. THOSE FILED AFTER THE 60 DAYS MAY BE PURSUED AT COMMANDER’S DISCRETION.**

**CHAIN OF COMMAND**

**EQUAL OPPORTUNITY ADVISOR**

**INSPECTOR GENERAL**

**HOUSING REFERRAL OFFICE**

**JUDGE ADVOCATE GENERAL**

**MILITARY POLICE OR CRIMINAL INVESTIGATOR**

**CHAPLAIN**

**MEDICAL AGENCY**

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**COMPLAINTS, EXCEPT THOSE FILED WITH THE IG, MUST BE ACTED UPON IN THREE CALENDAR DAYS. COMPLAINTS FILED WITH AN AGENCY AGAINST A MEMBER OF THE CHAIN OF COMMAND WILL BE REFERRED TO THE NEXT HIGHER COMMANDER IN THE CHAIN. A DESCRIPTION OF THE ALLEGATION MUST BE FORWARD TO THE FIRST OFFICER IN THE CHAIN OF COMMAND WITH GENERAL COURT-MARTIAL CONVINCING AUTHORITY WITHIN 72 HOURS OF THE FILING OF A COMPLAINT.**

**THE COMMANDER OR THE INVESTIGATING OFFICER, APPOINTED BY THE COMMANDER HAS 14 CALENDAR DAYS TO INVESTIGATE THE ALLEGATION AND SEEK WITNESS AND OTHER EVIDENCE. IF EXTENSION IS REQUIRED, AN ADDITIONAL 30 DAYS MAY BE GRANTED BY THE NEXT HIGHER COMMANDER.**

**THE COMPLAINANT HAS SEVEN CALENDAR DAYS TO APPEAL THE NEXT HIGHER COMMANDER IF THEY OR SHE IS DISSATISFIED WITH THE INVESTIGATION RESULTS OR ACTIONS TAKEN IN THE COMPLAINT.**

**30 DAYS AFTER FINAL DECISION ON THE COMPLAINT AN ASSESSMENT IS CONDUCTED BY THE EQUAL OPPORTUNITY ADVISOR ON ALL EQUAL OPPORTUNITY COMPLAINTS (SUBSTANTIATED AND UNSUBSTANTIATED) TO DETERMINE THE EFFECTIVENESS OF ANY CORRECTIVE ACTIONS TAKEN AND TO DETECT AND DETER ANY INCIDENTS OF REPRISAL REPORT AND RECOMMENDATION ARE SUBMITTED TO COMMANDER ON DA FORM 779-R.**

**30-45 DAYS FOLLOWING FINAL DECISION MADE ON COMPLAINT.**

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**Endstate:** It is every military member and their family member's right to be protected against any form of reprisals or retaliation for presenting any complaint of sexual harassment or discrimination.

**The Military Whistleblower Protection Law:** Section 1034, Title 10, United States Code (U.S.C.), requires an expeditious investigation of all allegations of reprisal for "whistle blowing" submitted by military members.

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**Your Equal Opportunity Advisor is:**

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**Your Equal Opportunity Representative is:**