



**DEPARTMENT OF THE ARMY**  
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER  
PERSIDIO OF MONTEREY  
MONTEREY, CALIFORNIA 93944-5000

ATZP-CDR

24 November 2018

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #3 - Equal Opportunity Complaint Processing

1. References:

a. Department of Defense Directive 1350.2, Military Equal Opportunity Program, 8 June 2015.

b. Department of Defense Directive 1020.02e, Diversity Management and Equal Opportunity, 1 June 2018.

c. Army Regulation 600-20, Army Command Policy, 6 November 2014.

d. Marine Corps Order 5354.1E, Marine Corps Prohibited Activities and Conduct Prevention And Response, 15 June 2018.

e. OPNAVINST 5354.1G, Navy Equal Opportunity Policy, 24 July 2017.

f. Air Force Instruction 36-2706, Equal Opportunity Program Military and Civilian, 9 February 2017.

2. Purpose: To provide an expeditious means of reporting and ending equal opportunity violations at the Defense Language Institute Foreign Language Center and Presidio of Monterey (DLIFLC and POM).

3. Applicability: This policy letter applies to all military personnel and their Family members assigned or attached to DLIFLC and POM.

4. Proponent: The proponent for this policy is the installation Equal Opportunity Advisor's Office, ATZP-EOA at (831) 242-5442/4431. This policy supersedes the previous policy letter on this subject, dated 5 November 2015.

5. I am fully committed to the Equal Opportunity Program; therefore, unlawful discrimination will not be practiced, condoned, or tolerated.

6. Individuals who feel they have been discriminated against because of race, color, national origin, religion, sex (including gender identity), or sexual orientation, have the

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right to file a complaint without fear, intimidation, reprisal, or harassment. It is our duty to report this dangerous behavior in order to maintain a positive environment. Reprisal is taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a military member for making or preparing a protected Communication.

7. I encourage processing equal opportunity complaints through the chain of command, but this is not the only channel available. If you feel uncomfortable filing a complaint with your chain of command, you may take your issue to the Installation Equal Opportunity Advisor BLDG 634 Rm 8, the Office of the Inspector General, a chaplain, medical agency personnel, the Office of the Staff Judge Advocate, or a higher echelon within your chain of command.

8. Formal complaints regarding equal opportunity will be referred to the Equal Opportunity Advisor at which the complaint may be assured of receiving a thorough, expeditious, and unbiased investigation of the situation. All formal complaints will be processed IAW Army Regulation 600-20, Army Command Policy, or as directed by the above reference pertaining to other tenant services. When a complaint involves more than one branch of service, the Commander who has UCMJ authority over the subject of the complaint, will be responsible for conducting the investigation.

9. The point of contact for the memorandum is the installation Equal Opportunity Office at BLDG 643 Rm 8 (831) 242-5442/4431.



GARY M. HAUSMAN  
COL, MI  
Commanding

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