



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

ATZP-CDR

20 July 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy # 2 – Equal Opportunity

1. References:

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

b. Department of Defense 1020.02e, Diversity Management and Equal Opportunity, 8 June 2018.

c. Army Regulation 600-20, Army Command Policy, 24 July 2020.

d. CAC Policy Letter 3, Military Equal Opportunity, Sexual Harassment/Assault Response and Prevention Program and Treatment of Persons, 29 January 2021.

e. Marine Corps Order 5354.1E, Marine Corps Prohibited Activities and Conduct Prevention and Response, 27 June 2018.

f. OPNAVINST 5354.1G, Navy Equal Opportunity Program, 24 July 2017.

g. Air Force Instruction 36-2706, Equal Opportunity Program, 18 June 2020.

2. Purpose: To set forth guidelines on the Equal Opportunity Program at the Defense Language Institute Foreign Language Center and Presidio of Monterey (DLIFLC and POM) Installation.

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 Command Policy # 2 – Equal Opportunity, 24 November 2018.

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

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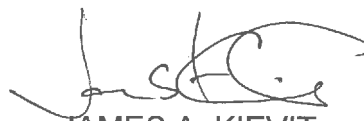
6. The Department of Defense continues to serve as the nation's leader in equal opportunity. This success comes from total commitment to the ideals upon which our country was founded. We must maintain our strong leadership example ensuring equal opportunity for everyone by fully supporting the Department of Defense Human Goals Charter and corresponding policies.

7. The Equal Opportunity Program is the responsibility of leadership and function of command. All services will provide equal opportunity and fair treatment for military personnel and Family members without regard to race, color, national origin, religion, sex (including gender identity and pregnancy), or sexual orientation. All services will provide an environment free of unlawful discrimination and offensive behavior. Leaders at all levels must enforce these standards.

8. All personnel who believe they have been subjected to unlawful discrimination should avail themselves of the remedies provided by the Command Policy and Equal Opportunity Complaint Processing. Commanders, managers, and leaders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts of threats of reprisal and retaliation. All members of the command are required to support and implement the Equal Opportunity Program. Unlawful discrimination by any military member of the command renders that individual liable for administrative or punitive disciplinary action.

9. We all share the responsibility to ensure the fair treatment of every member of this command. I expect everyone to take personal responsibility for creating and sustaining a positive environment based on mutual respect, and geared toward mission accomplishment. A total commitment to the Equal Opportunity Program is essential to maintaining a quality force not just because it's policy, but because it is the right thing to do.

10. The point of contact for this memorandum is the installation equal opportunity advisors, MSG Stephen Martinez at (831) 242-5442 or stephen.martinez.mil@mail.mil and SFC Marlo S. Almeida at (831) 242-4431 or marlo.s.almeida.mil@mail.mil.



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Commanding

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