



DEPARTMENT OF THE ARMY  
HEADQUARTERS, JOINT READINESS TRAINING CENTER AND FORT POLK  
6661 WARRIOR TRAIL, BUILDING 350  
FORT POLK, LOUISIANA 71459-5339

JAN 23 2020

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: JRTC and Fort Polk Policy 6 - Statement on Equal Opportunity (EO)

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy, 6 November 2014.
- b. Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.
- c. Army Directive 2016-35, Army Policy on Military Service of Transgender Soldiers, 7 October 2016.

2. I am personally committed to ensuring that EO is afforded to our Soldiers, Civilian employees, and their Family members. Establishing a command climate that provides EO for personnel, regardless of race, color, religion, sex (including gender identity), sexual orientation or national origin is an essential task for all levels of command. Equal opportunity is not only the right thing to do, but it is a military necessity with a direct impact on readiness.

3. I expect all leaders to create and maintain an environment of zero tolerance for discrimination. Soldiers, Civilian employees, and their Family members must know that they will be treated fairly and with dignity and respect in all aspects of daily operations. As such, commanders and leaders will create and maintain a positive command climate with an environment that is free of discrimination. Should discrimination occur, commanders and leaders will investigate promptly and thoroughly, take appropriate actions as necessary, and ensure that personnel who file EO complaints are protected from threats or acts of reprisal, coercion, or other adverse consequences resulting from filing such complaints.

4. The preferred method for handling a complaint is through the chain of command. However, the chain of command is not the only channel available for redress of EO grievances. Soldiers and Family members may file complaints with the Joint Readiness Training Center (JRTC) and Fort Polk EO/Equal Employment Opportunity (EEO) Advisors, Inspector General, Staff Judge Advocate, Provost Marshal/Directorate of Emergency Services (DES), Criminal Investigative Division Command, medical agencies, housing referral office, chaplain, or a higher echelon in their chain of

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command. Civilian employees have a right to speak with their commander, director, or supervisor concerning their complaint without fear of intimidation, reprisal or harassment. Employee EEO complaints must be filed within 45 days of the date of the alleged incident giving rise to the complaint. Civilian employee EEO complaints shall be filed in accordance with Army Regulation 690-600.

5. We must work together to achieve a healthy, productive atmosphere in which everyone can realize their full potential. Our Soldiers and Civilian employees are professionals. Each contributes a depth of experience and skill that enable this command to accomplish its missions. Let us set the standard and continue to demonstrate and nurture a just environment conducive to EO and fair treatment.

6. Proponent: The point of contact for this policy is the Installation Equal Opportunity Advisor at (337) 531-1911.

7. This policy will remain in effect until superseded or rescinded.

A handwritten signature in black ink, appearing to read 'P. D. Frank', with a stylized flourish extending to the right.

PATRICK D. FRANK  
Brigadier General, USA  
Commanding

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