



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

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JAN 12 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Joint Readiness Training Center (JRTC) and Fort Polk Policy 4 - Statement on Military Equal Opportunity (MEO)

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy, 24 July 2020.
- b. Army Regulation (AR) 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004
- c. Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.
- d. 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, sex (to include gender identity), national origin, religion, or sexual orientation is an essential task for all levels of command. Furthermore, I am committed to the Army Harassment Prevention and Response Program and the prevention of harassment. 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. Discrimination occurs when someone, or a group of people, is harassed, intimidated, insulted, humiliated, or is treated less favorably than another person or group because of their race, color, sex (to include gender identity), national origin, religion, or sexual orientation. Harassment consists of hazing, bullying, discriminatory harassment, other acts of misconduct, and online misconduct as outlined in paras 4-19a (1) through (5). 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

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from threats or acts of reprisal, coercion, or other adverse consequences resulting from filing such complaint.

4. The preferred method for handling a complaint is through the chain of command as either an informal, formal, or anonymous complaint. 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 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 command. Soldiers and Family members must file formal complaints within 60 calendar days from the date of the alleged incident. 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.


DAVID S. DOYLE
Brigadier General, USA
Commanding

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