

## EO COMPLAINT PROCESS

### Garrison EO Office:

**314-541-2210/**

**314-531-2754**

If you have concerns, you may file either an Informal or Formal Complaint.

### Informal Complaint

- Not filed in writing
- No timeline or suspense nor is it reportable
- You can see your EOL, EOA or chain of command to resolve your concern

### Formal Complaint

- Filed with EOA within 60 days from the incident
- File in writing and complainant swears to accuracy of information
- Mandatory timeline and is reportable (commanders may authorize investigations of complaints over 60 days)

## ETHNIC OBSERVANCES TIMELINE

JANUARY: 3rd Monday in January  
"Dr. Martin Luther King Jr. Birthday"

FEBRUARY: 1-28 February  
"National African American/Black History Month"

MARCH: 1-30 March  
"Women's History Month"

APRIL/MAY: April/May Sunday to Sunday for week encompassing Yom Hoshuah  
"Days of Remembrance" for Victims of the Holocaust

MAY: 1-31 May  
"Asian American and Pacific Islander Heritage Month"

JUNE: 1-31 June  
"LGBT Pride Month"

AUGUST: 26 August  
"Women's Equality Day"

SEPTEMBER/OCTOBER: 15 Sep-15 Oct  
"National Hispanic Heritage Month"

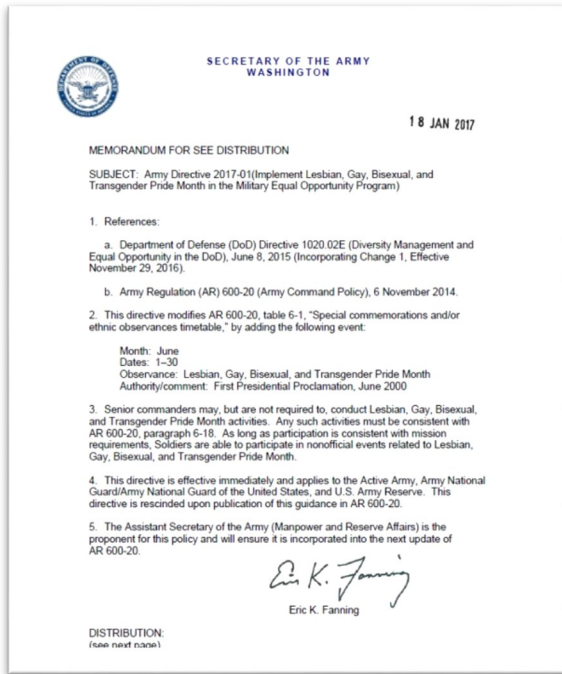
NOVEMBER: 1-30 November  
"National American Indian Heritage Month"

## USAG Rheinland -Pfalz



## LGBT PRIDE MONTH OBSERVANCE





## LGBT FACTS

1. Approximately 6.7 percent of the U.S. adult population identifies as lesbian, gay, bisexual, or transgender (LGBT), according to Witeck Communications. In honor of Lesbian, Gay, Bisexual and Transgender Pride Month (June), Diversity Best Practices presents five eye-opening facts about the LGBT community.
2. More than 53% of the LGBT population are women. Women (3.6%) are slightly more likely than men (3.3%) to identify as LGBT.
3. At 10%, Washington D.C. has the greatest percentage of adults who identify as LGBT. Among the states, Hawaii has the greatest percentage of LGBT adults (5.1%). North Dakota has the lowest (1.7%). All states are within two percentage points of the national average (3.5%).
4. When asked about the public's opinion about marriage equality, 63% of those surveyed believe the public is opposed to it. According to Gallup, 53% of Americans support marriage equality. This is up 96% from 1996, when just 27% were in support.
5. The buying power of the LGBT community is estimated at \$790 billion.

**1924** - The Society for Human Rights is founded by Henry Gerber in Chicago. It is the first documented gay rights organization.

**1950** - The Mattachine Society is formed by activist Harry Hay and is one of the first sustained gay rights groups in the United States. The Society focuses on social acceptance and other support for homosexuals.

**April 1952** - The American Psychiatric Association's diagnostic manual lists homosexuality as a sociopathic personality disturbance.

**April 27, 1953** - President Dwight D. Eisenhower signs an executive order that bans homosexuals from working for the federal government, saying they are a security risk.

**September 1955** - The first known lesbian rights organization in the United States forms in San Francisco. Daughters of Bilitis (DOB). They host private social functions, fearing police raids, threats of violence and discrimination in bars and clubs.

**July 1961** - Illinois becomes the first state to decriminalize homosexuality by repealing their sodomy laws.

**September 11, 1961** - The first US televised documentary about homosexuality airs on a local station in California.

**June 28, 1969** - Police raid the Stonewall Inn in New York City. Protests and demonstrations begin, and it later becomes known as the impetus for the gay civil rights movement in the United States.

**1969** - The "Los Angeles Advocate," founded in 1967, is renamed "The Advocate." It is considered the oldest continuing LGBT publication that began as a newsletter published by the activist group Personal Rights in Defense and Education (PRIDE).

**June 28, 1970** - Community members in New York City march through the local streets to recognize the one-year anniversary of the Stonewall riots. This event is named Christopher Street Liberation Day, and is now considered the first gay pride parade.

**1973** - Lambda Legal becomes the first legal organization established to fight for the equal rights of gays and lesbians. Lambda also becomes their own first client after being denied non-profit status; the New York Supreme Court eventually rules that Lambda Legal can exist as a non-profit.

**January 1, 1973** - Maryland becomes the first state to statutorily ban same-sex marriage.

**March 26, 1973** - First meeting of "Parents and Friends of Gays," which goes national as Parents, Families and Friends of Lesbians and Gays (PFLAG) in 1982.

**December 15, 1973** - By a vote of 5,854 to 3,810, the American Psychiatric Association removes homosexuality from its list of mental disorders in the DSM-II Diagnostic and Statistical Manual of Mental Disorders.

**1974** - Kathy Kozachenko becomes the first openly LGBT American elected to any public office when she wins a seat on the Ann Arbor, Michigan City Council.

**1974** - Elaine Noble is the first openly gay candidate elected to a state office when she is elected to the Massachusetts State legislature.

**January 14, 1975** - The first federal gay rights bill is introduced to address discrimination based on sexual orientation. The bill later goes to the Judiciary Committee but is never brought for consideration.

**March 1975** - Technical Sergeant Leonard P. Matlovich reveals his sexual orientation to his commanding officer and is forcibly discharged from the Air Force six months later. Matlovich is a Vietnam War veteran and was awarded both the Purple Heart and the Bronze Star. In 1980, the Court of Appeals rules that the dismissal was improper. Matlovich is awarded his back pay and a retroactive promotion.

**1976** - After undergoing gender reassignment surgery in 1975, ophthalmologist and professional tennis player Renee Richards is banned from competing in the women's US Open because of a "women-born-women" rule. Richards challenges the decision and in 1977, the New York Supreme Court rules in her favor. Richards competes in the 1977 US Open but is defeated in the first round by Virginia Wade.

**October 14, 1979** - The first National March on Washington for Lesbian and Gay Rights takes place. It draws an estimated 75,000 to 125,000 individuals marching for LGBT rights.

**March 2, 1982** - Wisconsin becomes the first state to outlaw discrimination based on sexual orientation.

**November 30, 1993** - President Bill Clinton signs a military policy directive that prohibits openly gay and lesbian Americans from serving in the military, but also prohibits the harassment of "closeted" homosexuals. The policy is known as "Don't Ask, Don't Tell."

**September 21, 1996** - President Bill Clinton signs the Defense of Marriage Act, banning federal recognition of same-sex marriage and defining marriage as "a legal union between one man and one woman as husband and wife."

**April 1997** - Comedian Ellen DeGeneres comes out as a lesbian on the cover Time magazine, stating, "Yep, I'm Gay."

**June 2003** - The US Supreme Court strikes down the "homosexual conduct" law, which decriminalizes same-sex sexual conduct, with their opinion in Lawrence v. Texas. The decision also reverses Bowers v. Hardwick, a 1986 US Supreme Court ruling that upheld Georgia's sodomy law.

**October 28, 2009** - President Barack Obama signs the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act into law.

**September 20, 2011** - "Don't Ask, Don't Tell" is repealed, ending a ban on gay men and lesbians from serving openly in the military.

**October 6, 2014** - The United States Supreme Court denies review in five different marriage cases, allowing lower court rulings to stand, and therefore allowing same-sex couples to marry in Utah, Oklahoma, Virginia, Indiana and Wisconsin. The decision opens the door for the right to marry in Colorado, Kansas, North Carolina, South Carolina, West Virginia and Wyoming.

**April 28, 2015** - The US Supreme Court hears oral arguments on the question of the freedom to marry in Kentucky, Tennessee, Ohio and Michigan. On June 26 the Supreme Court rules that states cannot ban same-sex marriage. The 5-4 ruling had Justice Anthony Kennedy writing for the majority. Each of the four conservative justices writes their own dissent.

**May 17, 2016** - The Senate confirms Eric Fanning to be secretary of the Army, making him the first openly gay secretary of a US military branch. Fanning previously served as Defense Secretary Carter's chief of staff, and also served as undersecretary of the Air Force and deputy undersecretary of the Navy.

**June 24, 2016** - President Barack Obama announces the designation of the first national monument to lesbian, gay, bisexual and transgender (LGBT) rights. The Stonewall National Monument will encompass Christopher Park, the Stonewall Inn and the surrounding streets and sidewalks that were the sites of the 1969 Stonewall uprising.

**June 30, 2016** - Secretary of Defense Carter announces that the Pentagon is lifting the ban on transgender people serving openly in the US military.