



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON RHEINLAND-PFALZ
UNIT 23152
APO AE 09067-3152

22 JUL 2020

IMRP-ZA

MEMORANDUM FOR ALL US ARMY GARRISON RHEINLAND-PFALZ (USAG RP)
PERSONNEL

SUBJECT: Command Policy #3, Equal Opportunity

1. References:

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

2. Equal opportunity is an essential element of readiness and contributes to unit cohesion and mission accomplishment. An Environment that promotes and encourages equal opportunity and fair treatment for Soldiers, Civilian employees, and Family members is vital to mission accomplishment.

3. Acts of prejudice and discrimination, whether resulting from subconscious bias or deliberate intent, are detrimental to our organization and our mission. It is imperative that commanders, supervisors and members of the U.S. Army Garrison Rheinland-Pfalz work together to eliminate bias and promote a healthy organizational climate to ensure fair treatment based solely on merit, fitness and capability in support of readiness.

4. As the USAG RP Equal Opportunity Officer, I fully support the Army's policy of equal opportunity. I expect all leaders to ensure equality and fair treatment of all personnel without regard to race, color, sex (including gender identity), sexual orientation, religion or national origin, and provide a climate and organization free from unlawful discrimination and offensive behavior.

5. The POC for this policy is USAG RP, Equal Opportunity Advisor DSN 541-2210.

A handwritten signature in black ink, appearing to read "Vance J. Klosinski".

VANCE J. KLOSINSKI
COL, SF
Commanding