



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON STUTTGART
UNIT 30401
APO AE 09154-0401

AMIM-SGG-EO

11 June 2021

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: USAG Stuttgart Command Policy Letter #5, Equal Opportunity (EO)

1. REFERENCES:

- a. United States Code, Title 10, Chapter 47 (Uniform Code of Military Justice)
- b. DoDD 1020.02E (Diversity Management and Equal Opportunity in the DoD)
- c. AR 600-20 (Army Command Policy) Updated 24 July 2020

2. APPLICABILITY: All leaders, supervisors, and Service Members, DA civilians, and contractors supporting the force. **This policy is punitive and may be used for adverse action under Army regulation and the Uniform Code of Military Justice.**

3. PURPOSE: This policy establishes a command climate that enforces the use of EO for all members of USAG Stuttgart personnel, regardless of race, color, religion, gender, national origin, or sexual orientation. EO is the right thing to do. It is the foundation that reinforces the Army values, maintains unit cohesion, morale, and discipline.

4. RESPONSIBILITY: All leaders and supervisors are required to create and maintain a zero tolerance environment of discrimination. Service members and family members must know that they will be treated fairly, with dignity and respect in all aspects of daily operations. A bright line standard is required to protect anyone who reports an EO allegation from threats, acts of reprisal, coercion, or other adverse consequences.

5. INVESTIGATION: The preferred method for handling a complaint is through the chain of command. Should unlawful discrimination occur, commanders and leaders will promptly and thoroughly investigate, taking appropriate actions as necessary. **However, additional options exist** to report an EO grievance. Service members, family members, and retirees may file complaints with the USAG Stuttgart Equal Opportunity Advisor, Inspector General, Staff Judge Advocate, Provost Marshal/Criminal Investigation Command, medical agencies, housing referral office, Chaplain, or a higher echelon in the complainant's chain of command.

6. A copy of this memorandum will be permanently displayed on official bulletin boards and the Garrison website. Leaders and supervisors are to circulate this memorandum among military and civilian subordinates. I further recommend that you create a record that your personnel have reviewed this document.

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7. The point of contact for this policy letter is the USAG Stuttgart Equal Opportunity Advisor, at DSN 596-3756.



MATTHEW T. ZIGLAR
COL, CA
Commanding

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