



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON HUMPHREYS
UNIT #15228
APO AP 96271-5528

IMHM-EO

FEB 16 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy #12, Command Policy Statement on Equal Opportunity

1. References:

- a. AR 600-20, Army Command Policy, 6 November 2014.
- b. United States Army Garrison Humphreys Policy Letter #10, Equal Opportunity Complaint Procedures and Protection Against Reprisal.
- c. United States Army Garrison Humphreys Policy Letter #15, Consideration of Others (CO2) Program.

2. Policy. The success of our community's war fighting capabilities begins with our personnel. As such, we must protect the foundation of our community by treating each other with both dignity and respect. We must ensure our working, living, and recreational environments are free of sexual harassment, prejudice, verbal abuse, discrimination, insensitivity, offensive behavior, hazing, and thoughtlessness. We must live the Army values.

3. I am committed to providing equal opportunity (EO) and fair treatment to every Servicemember, Civilian, and Family member of this community. Each of us has the right to participate in, benefit from, and enjoy the programs and activities provided at Camp Humphreys. Therefore, commanders are personally charged with ensuring full compliance with this policy.

4. Directors and Commanders will brief their climate assessment, EO training plans, and their EO goals at each Quarterly Training Brief. Moreover, all company commanders will conduct an initial command climate assessment within the first 90 days of assuming command, and thereafter conduct climate assessments annually. Company commanders will coordinate this assessment with their EO Advisor. Additionally, all leaders and managers will conduct sensing sessions with their subordinates and provide feedback to them.

5. Equal Opportunity training will be conducted using the Commander/Directorate's Consideration of Others Program. At a minimum, units will annually conduct two EO based classes and two sexual harassment classes. Leaders are expected to participate in the training with their subordinates, and whenever possible, lead the

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training. Civilian employees will be certified in the Army's Prevention of Sexual Harassment program and will attend annual refresher trainings.

6. Servicemembers, Civilians, and Family members are encouraged to file complaints, seek assistance, and cooperate with investigating officers when resolving EO matters. You can contact the Installation Equal Opportunity Advisor (EOA), Installation or Unit Chaplain, Provost Marshal's Office (PMO), Command Judge Advocate (CJA), Inspector General (IG), and Criminal Investigation Division (CID) Office. All investigating officers will meet with the EO Advisor and CJA prior to commencing an EO investigation and prior to submitting their findings and recommendations to the Director or Commander. The chain of command will ensure that no retaliatory or reprisal actions are taken against the complainant.

7. I expect leaders and managers to enforce standards and evaluate all individuals on fitness and merit. The goal of our EO program is to create and sustain an effective war fighting force by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of USAG Humphreys.

8. This policy is effective immediately and will be posted on all official bulletin boards. It remains in effect until rescinded or superseded.

9. Point of contact for this policy is USAG Humphreys EO Advisor, DSN 753-6527.



JOSEPH C. HOLLAND
COL, AR
Commanding

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