



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH ARMY
UNIT #15236
APO AP 96271-5236

03 OCT. 2020.

EACG

MEMORANDUM FOR All Eighth Army Soldiers and Civilians

SUBJECT: Eighth Army Command Policy Letter #3, Military Equal Opportunity (EO)

1. References:

- a. Army Regulation 600-20, Army Command Policy, 24 July 2020.
- b. UCMJ, Arts. 92, 133, or 134.

2. Eighth Army provides an environment that is free of unlawful discrimination and harassment, and ensures that Soldiers are evaluated on individual merit, performance, and potential. 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. It includes use of disparaging terms with respect to a person's race, color, sex (to include gender identity), national origin, religion, or sexual orientation which contributes to a hostile work environment.

3. Soldiers are required to follow this policy 24/7, both on and off-post, during duty and non-duty hours, and at work, living, and recreational environments (including both on and off-post housing). Violations of Military Equal Opportunity policies may result in disciplinary action under the UCMJ, Arts. 92, 133, or 134.

4. Eighth Army Soldiers must report harassment (hazing, bullying, discriminatory harassment) to their commander/supervisor or their Military Equal Opportunity office in a timely manner. Commanders shall ensure Military Equal Opportunity and/or harassment complaints are promptly investigated in a fair, impartial manner, and are appropriately resolved without fear of reprisal, intimidation, or retaliation.

5. Monthly ethnic observances and special commemorations have been replaced by Army Heritage Month observed annually in June. Commanders shall ensure that all personnel desiring to participate in Army Heritage Month activities are given a reasonable opportunity to do so.

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5. The proponent for this policy is Eighth Army Military Equal Opportunity Program Office at DSN 315-755-8502/8506/0323/0324.

A handwritten signature in black ink, appearing to read 'W. M. Burleson III', written in a cursive style.

WILLARD M. BURLESON III
Lieutenant General, USA
Commanding