



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
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OTSG/MEDCOM Policy Memo 24-007

MCCG

11 April 2025

Expires 4 March 2026

MEMORANDUM FOR All Personnel, Office of The Surgeon General/ U.S. Army
Medical Command

SUBJECT: Commander's Policy Statement on Processing Military Equal Opportunity and
Harassment Complaints

1. References:

a. Department of Defense Instruction 1020.03, Harassment Prevention and Response
in the Armed Forces, 8 February 2018, Change 2 Effective, 20 December 2022.

b. Army Regulation 600-20, Army Command Policy, 6 February 2025.

2. Purpose: To describe the Commanding General's Policy statement on Harassment
Prevention and Response.

3. Proponent: The proponent for this policy is the office of Military Equal Opportunity
(MEO) Programs.

4. The U.S. Army Military Equal Opportunity (EO) and Harassment complaint
processing system addresses allegations of unlawful discrimination and/or unfair
treatment on the basis of race, color, sex, national origin, religion, or sexual orientation
and harassment which includes hazing, bullying, and other discriminatory harassment.
All Soldiers (including Delayed Entry Program), cadets, and Family members may utilize
the complaint processing system and must be confident that their complaints will be
addressed promptly and professionally. Discouraging complaints or retaliating against
those who file complaints will not be tolerated.

5. Military EO Professionals (EO Program Managers, EO SGMs, EO Advisors,
EO Specialists, and EO Leaders) at all levels can provide guidance and
assistance with processing discrimination complaints. Soldiers (including Delayed
Entry Program), Cadets, and Family members have 60 calendar days from the
date of the alleged incident in which to file a formal complaint. This timeframe
ensures a thorough investigation, including witness availability, accurate recall of
events, and timely corrective action.

*This policy memo supersedes OTSG/MEDCOM Policy Memo 22-035, 27 Oct 22, subject:
Commander's Policy Statement Processing Military Equal Opportunity Complaints.

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6. While we encourage resolving issues at the lowest level in the organization using the chain of command and supervisors, this is not the only option available to the complainant. The Complainant may also see support from other agencies having collateral responsibilities and interests. These offices may include, but are not limited to, health care, counseling, chaplains, legal assistance, and unit or installation trained mediators for alternative dispute resolution.

7. Leaders must clearly communicate that unlawful discrimination, unfair treatment, or harassment will not be practiced, condoned, or tolerated. Commanders will ensure all personnel understand and comply with this policy.

8. Point of contact for this policy memo is the Military Equal Opportunity Programs office at 210-466-5807 or email: corebrians.a.abraham.mil@army.mil.

A handwritten signature in black ink, appearing to read 'M. Krueger Izaguirre', with a long horizontal flourish extending to the left.

MARY KRUEGER IZAGUIRRE
Lieutenant General, USA
The Surgeon General and
Commanding General, USAMEDCOM