DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY MEDICAL COMMAND
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OTSG/MEDCOM Policy Memo 26-007

MCCG

Expires 4 March 2028

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 3 Effective, 17 January 2025.

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

2. Purpose: To describe the Commanding General's Policy statement on processing Military Equal Opportunity and harassment complaints.

3. Proponent: The proponent for this policy is the office of Military Equal Opportunity Program.

4. The U.S. Army Military Equal Opportunity and Harassment complaint processing system addresses allegations of unlawful discrimination and/or unfair treatment on the basis of race, color, sex (to include pregnancy), 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. Equal Opportunity Program Managers, Equal Opportunity SGMs, and Equal Opportunity Advisors 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 time frame ensures a thorough investigation, including witness availability, accurate recall of events, and timely corrective action.

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 seek 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 Program office at usarmy.jbsa.medcom-hq.list.medcom-eo@army.mil.

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The Surgeon General and
Commanding General, USAMEDCOM