



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON DAEGU
UNIT #15746
APO AP 96218-5746

3 SEP 2013

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: US Army Garrison (USAG) Daegu Policy Letter #39, Equal Opportunity

1. References. Army Regulation 600-20, Army Command Policy, Chapter 6, 18 March 2008 with Rapid Action Revision (RAR) 21 September 2012.
2. Applicability.
 - a. This policy applies to all civilians, Soldiers serving with United States Army Garrison- Daegu (USAG-Daegu), as well as their family members.
 - b. This policy applies both on and off post during duty and non-duty hours.
3. Purpose. The Equal Opportunity (EO) program intends to ensure fair treatment for all persons. The EO philosophy is to support fairness, justice, and equality. Commanders are responsible for sustaining a positive EO climate within their units.
4. Policy.
 - a. I will not tolerate any form of discrimination in this command. This command will provide equal opportunity and fair treatment to all military personnel and their family members without regard to race, color, religion, gender, or national origin, and also provide an environment free of unlawful discrimination and offensive behaviors.
 - b. Commanders at all levels are EO officers for their commands. Commanders will familiarize themselves with his or her responsibilities under the EO Program as detailed in AR 600-20, paragraph 6-3, which include the following:
 - (1) Be personally responsible and accountable for the EO climate within his or her unit.
 - (2) Develop and implement EO programs for their organizations that enhance unit cohesion, esprit, and morale.
 - (3) Upon receipt of an EO complaint, process the complaint in accordance with appendix D of AR 600-20.

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- (4) Identify unlawful discriminatory practices affecting military personnel and family members, initiate corrective actions, and provide follow-up and feedback throughout problem resolution.
 - (5) Promote EO and interpersonal harmony for all military personnel and family members.
 - c. All personnel should attempt to resolve issues of discriminatory actions at the lowest possible level of command. Individuals are encouraged to elevate their concerns through the chain of command or other agencies when inappropriate behaviors continue after an attempt at the resolution, and/or discriminatory behavior is tacitly condoned or encourage within the chain of command.
 - d. While personnel should attempt to handle their complaints at the lowest level with the chain of command possible, there may a time when individual may feel uncomfortable submitting the complaint directly to the lowest level chain of command. In such cases, the individual should submit the complaint directly to the Equal Opportunity Advisor or support agency. Leaders will not preclude or hinder personnel from using these channels.
 - e. Department of the Army civilian employees will report employment discrimination to the Equal Employment Opportunity Office (EEO).
5. I fully support the EO program and demand the same level of support from my subordinate commander and leaders at all levels. Each leader must be proactive and use communication, education, and training to ensure maximum awareness of these standards.
6. Proponent. The proponent for this policy letter is the USAG-Daegu Equal Opportunity Office at DSN: 768-9192.
7. Expiration. This policy will remain in effect until superseded or rescinded.


JIM M. BRADFORD
COL, IN
Commanding

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