



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

2010 03 23

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: US Army Garrison (USAG) Daegu Policy Letter #40, Equal Opportunity (EO) Complaint Procedures and Protection against Reprisal Policy

1. References.

- a. Army Regulation 600-20, Army Command Policy, Chapter 6, 18 March 2008 with Rapid Action Revision (RAR) 21 September 2012.
- b. United States Army Garrison – Daegu (USAG-Daegu) Command Policy #39 - Equal Opportunity Program

2. Purpose. To establish the policy and procedural guidance regarding USAG-Daegu Equal Opportunity complaint procedures and protection against reprisal.

3. Applicability. This policy applies to all USAG-Daegu military personnel (US Soldiers/KATUSA's), DA civilian employees, and family members; both on and off-post; and within the limits of the law of localities, states, and host nations.

4. Policy. 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.

(1) The EO complaint process will be used to investigate allegations and resolve complaints at the lowest level in a timely manner. If a person feels discriminated against based on race, color, religion, gender, or national origin, he or she should not hesitate to report the issue to his or her chain of command, the Equal Opportunity Advisors/Leaders, or alternate agencies such as the Inspector General or the Chaplain.

(2) Leaders will create a command climate that encourages anyone affected by discrimination to report the matter. Commanders at all levels will eliminate any policy which inadvertently discriminates, punishes, or discourages any Soldier or family member from receiving professional counseling or treatment for any physical, mental, behavioral health, relationships, substance abuse, or other problem or concern. Soldiers or family

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members who feel they have been punished, discriminated against, or harassed for seeking such professional help should report the issue to their chain of command, the Inspector General, or the Chaplain. Equal Opportunity Advisors will be involved in all formal and informal EO complaints.

(3) We must protect all personnel and family members from retaliation for filing EO complaints. Any Soldier or employee refusing favors, taking or refusing and administrative action or otherwise attempting to harass or intimidate a person who filed an EO complaint may be committing a reprisal. Any agency learning of a possible reprisal will refer the complaint to the Inspector General.

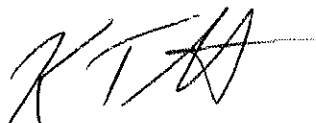
(4) Individuals who file a complaint will provide sufficient details and allow the command an opportunity to take appropriate action to rectify/resolve the issue.

(5) Every commander, director, and supervisor will set the appropriate example and eliminate discriminatory practices that undermine the teamwork, mutual respect, and loyalty. Leaders will eliminate such discriminatory practices even if the discriminatory effect is unintentional or inadvertent.

5. Proponent. The proponent for this policy letter is USAGE-Daegu Equal Opportunity Office at 768-9192.

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.


K TED STEPHENS
COL, AR
Commanding

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SUBJECT: US Army Garrison Daegu Policy Letter #68, Union Activities During Duty Hours

5. The point of contact for this memorandum is the Director of Human Resources, United States Army Garrison Daegu, 768-6922.

A handwritten signature in black ink, appearing to read 'K T A' with a stylized flourish.

K TED STEPHENS
COL, AR
Commanding

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