



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON YONGSAN - CASEY
UNIT #15333
APO AP 96205-5333

IMYN-ZA

10.9. OCT. 2018

UNITED STATES ARMY GARRISON YONGSAN - CASEY POLICY LETTER # 35

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity

1. **REFERENCES:**

a. Army Regulation (AR) 600-20, Army Command Policy, 6 November 2014.

b. Army Direction 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.

2. **PURPOSE:** To ensure every US Army Soldier, KATUSA, Civilian employee, and Family member, assigned and/or attached to US Army Garrison (USAG) Yongsan – Casey, has an opportunity to reach his or her full potential free of unlawful discrimination or offensive behavior.

3. **INTENT:** I fully support Equal Opportunity (EO) and direct the same level of support from my subordinate commanders and leaders at all levels. Commanders at all levels are the EO officers for their commands, and shall be personally responsible and accountable for the EO climate within their units. Commanders shall familiarize themselves with their responsibilities for EO as detailed in AR 600-20, chapter 6.

4. **BACKGROUND:** Consistent with AR 600-20, paragraph 6-1, the USAG Yongsan – Casey Equal Opportunity Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness.

5. **DISCUSSION:** Consistent with AR 600-20, paragraph 6-2, USAG Yongsan – Casey will provide an environment of equal and fair treatment for Soldiers, Civilians and Family members without regard to race, color, gender, religion, national origin, or sexual orientation and provide an environment free of unlawful discrimination and offensive behavior (see the enclosure for definitions of key terms). This policy applies both on and off post, during duty and environments (including both on and off-post housing).

6. A Soldier or Family Member who believes that he or she is discriminated against based on race, color, genders religion, national origin, or sexual orientation has the right

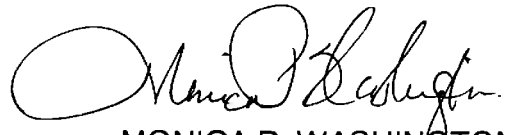
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and responsibility to present that concern to the chain of command. Complaint procedures are detailed in the USAG Yongsan – Casey Command Policy Letter #4, Equal Opportunity Complain Procedures.

7. Department of the Army Civilian employees will report employment discrimination to the Equal Employment Opportunity (EEO) office.

8. Proponent. The point of contact for this memorandum is the USAG Yongsan – Casey Equal Opportunity office at DSN 730-3988, commercial 0503 330-3988, or by Government Cell 010-3740-0354.

Encl
Key Terms



MONICA P. WASHINGTON
COL, LG
Commanding

Key Terms*

(1) Ally: A person who does not identify as lesbian, gay or bisexual, but supports the rights and safety of those who do identify as lesbian, gay or bisexual.

(2) Bisexual: A person who is attracted romantically, physically or emotionally to both men and women.

(3) Discrimination: Any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, gender, religion, national origin, or sexual orientation. Such discrimination can occur overtly, covertly, intentionally, or unintentionally.

(4) Disparaging Terms: Terms used to degrade or connote negative statements pertaining to race, color, gender, religion, national origin, or sexual orientation. Such terms may be expressed as verbal statements, printed material, visual material, signs, symbols, posters, or insignia. The use of these terms constitutes unlawful discrimination.

(5) Equal Opportunity: The right of persons to participate in, and benefit from, programs and activities (for example, career, employment, educational, social) for which they are qualified. These programs and activities are free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons are evaluated on individual merit, fitness, and capability, regardless of race, color, gender, religion, national origin, or sexual orientation.

(6) Gay: A male-identified person who is attracted romantically, physically or emotionally to another male-identified person.

(7) Lesbian: A female-identified person who is attracted romantically, physically or emotionally to another female-identified person.

(8) National origin: An individual's place of origin or that of an individual's ancestors. The term also applies to a person who has the physical, cultural, or linguistic characteristics of a national group.

(9) Prejudice: A negative feeling of dislike based upon a faulty or inflexible generalization (that is, prejudging a person or group without knowledge or facts).

(10) Race: A division of human beings identified by the possession of traits transmissible by descent and that is sufficient to characterize persons possessing these traits as a distinctive human genotype.

(11) Racism: Any attitude or action of a person or institutional structure that subordinates a person or group because of skin color or race.

(12) Religion: A personal set or institutionalized system of attitudes, moral or ethical beliefs and practices held with the strength of traditional views, characterized by ardor and faith, and generally evidenced through observances.

(13) Sexism: Attitude and beliefs that one gender is superior to another.

(14) Sexual Orientation: An emotional or physical attraction to the same and/or opposite sex (homosexual, heterosexual, bisexual). Complaints may be based on actual or perceived sexual orientation, as well as association with an individual or affinity group associated with a particular sexual orientation.

*The definitions for these key terms are reprinted from Army Regulation 600-20, Army Command Policy, 6 November 2014 and Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program), 14 October 2015.