DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT GORDON
307 CHAMBERLAIN AVENUE
FORT GORDON, GEORGIA 30905-5730

IMSE-GOR-ZA

NOV 15 2011

MEMORANDUM FOR All Garrison Personnel

SUBJECT: Garrison Commander's Policy Memorandum No. 3 - Equal Opportunity

1. Reference: Army Regulation 600-20, Chapter 6, Army Command Policy, 18 March 2008/RAR 27 April 2010.

2. Equal and just treatment is a right guaranteed by the US Constitution and it affects all aspects of this organization. Unit morale and mission accomplishment are dependent upon the proper treatment of each individual within this organization. Therefore, Equal Opportunity (EO) and fair treatment for all personnel and Family Members, both on and off post, and will always be a concern of this command.

3. Discrimination as outlined in AR 600-20 Chapter 6, verbal abuse, intimidation, sexual and derogatory comments are unacceptable and will not be practiced, condoned, or tolerated. Commanders, Supervisors, and Leaders, at all levels, will set the example, and they will articulate and enforce all EO policies. Everyone in this organization will be treated with dignity and respect.

4. I want to foster a positive command climate where every Soldier and Civilian perceives that their success is determined by their individual merits, contributions, potential, and performance and not by treatment or bias based on race, color, gender, religion, or national origin. This Command will reward honesty, integrity, and the pursuit of excellence and will foster a climate that is free of discrimination and sexual harassment.

5. The EO Poster, dated 20 July 2010 provides points of contact for alternate agencies for addressing unlawful discrimination. The chain of command is the best avenue for addressing allegations of discrimination or sexual harassment. As an alternative method, military personnel or Family Members may also file complaints with the EO Office, in building 25706 at 706-791-2014 or with the Inspector General (IG), in building 33800 at 706-0791-4565. In addition, the Housing Referral Office, Staff Judge Advocate, PMO, CID, Chaplain, and Medical Personnel can serve as alternative agencies accepting complaints of illegal discrimination.

6. Complaints by civilian personnel alleging unlawful discrimination should be handled in accordance with the procedures outlined in AR 690-600. "Equal Employment Opportunity Discrimination Complaints," or as described in DoD and Department of the Army policy implementing Title 10 U.S.C 1561, or as provided in any applicable collective bargaining agreement.

7. All Soldiers and Family Members are protected from reprisal or retaliation for filing EO complaints. No Soldier or employee may take or threaten to take an unfavorable personnel action, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If threatened with reprisal or if reprisal occurs, he or she must report these circumstances to the DoD IG. The DoD IG hotline number is 800-424-9098 or DSN 664-8779 and may be used to report threats or acts of reprisal. If an allegation or reprisal is made known to any agency authorized to receive complaints, the agency should refer the complaint to the DoD IG.

Robert A Barker
ROBERT A. BARKER
COL, SC
Commanding