



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
United States Army Intelligence Center and Fort Huachuca
Fort Huachuca, Arizona 85613-6000

ATZS-CG (600-20)

14 February 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: POLICY 106 -- Equal Opportunity

1. I am committed to providing equal opportunity (EO) and fair treatment for military personnel, family members and Department of the Army civilians without regard to race, color, religion, gender or national origin. I will provide an environment free of unlawful discrimination and offensive behavior. Army Regulation 600-20, Army Command Policy, prescribes an equal opportunity program that formulates, directs, and sustains a comprehensive effort to maximize human potential and ensures fair treatment for all based on merit, fitness, and capability in support of readiness. I am committed to the Army's Equal Opportunity Program.
2. Equal and fair treatment of all is a priority. Soldiers and civilians have the right to work in an environment free of discrimination or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women in this command. Acts of discrimination, intimidation and verbal abuse undermine unit cohesion, esprit de corps and, ultimately, mission accomplishment.
3. Equal Opportunity is the responsibility of all leaders in this command. I hold all commanders accountable for the EO climate within their units. I expect commanders to cultivate an environment that fosters EO and is free of unlawful discrimination and offensive behavior. In addition, commanders will ensure soldiers and family members who file EO complaints are protected from reprisal or retaliation. Acts of reprisal violate Army policy and will be reported immediately to the Department of Defense Inspector General at 1 (800) 424-9098.
4. I charge all leaders to set the example and provide an environment free of discrimination. You must ensure your soldiers, civilians, and family members know and understand the manifestations and impacts of such behavior.
5. Training is the cornerstone of success for EO. Quarterly EO training is mandatory, with two quarters annually consisting of the Prevention of Sexual Harassment (POSH). Commanders and leaders will execute and participate, and ensure their soldiers participate.
6. If you feel you are a victim of discrimination, visit the Military Equal Opportunity (MEO) Office, building 22328, or call 533-1717/5305/538-0533 for assistance. I recommend you use your chain of

command, Equal Opportunity Representatives or Equal Opportunity Advisors at command level to resolve issues at the lowest level.

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7. Fort Huachuca has also established an EO/Sexual Harassment Hotline at extension 533-2376, which contains information on sexual harassment, EO reporting, and appeal procedures. Complaints can be filed at the MEO Office or through your chain of command.

8. Every commander/commandant will publish and post on information boards a separate written policy memorandum on Prevention of Sexual Harassment, Equal Opportunity, EO/Sexual Harassment Complaint Procedures and Consideration of Others Program.

9. The proponent for this policy is the MEO Office, ATZS-ME, extension 3-1717.

10. This memorandum supersedes policy memorandum, USAIC&FH, ATZS-CG, 19 December 1999, subject: Equal Opportunity.

///original signed///
JAMES A. MARKS
Brigadier General, USA
Commanding

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