



DEPARTMENT OF THE ARMY  
10TH ARMY AIR AND MISSILE DEFENSE COMMAND  
UNIT 25357  
APO AE 09067

AECG-AMD

8 November 2019

MEMORANDUM FOR All Personnel Assigned, Attached, or OPCON to the 10th Army Air and Missile Defense Command (AAMDC), Rhine Ordnance Barracks, Germany 09067

SUBJECT: Policy Letter # 2, Equal Opportunity

1. References:

- a. Army Regulation (AR) 600-20, Army Command Policy.
- b. Army Directive (AD) 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program.
- c. AD 2016-35, Army Policy on Military Service of Transgender Soldiers.
- d. DoDD 1020.02, Diversity Management and Equal Opportunity (EO) in the Department of Defense.
- e. ALARACT 058/2018, Professionalization of Online Conduct.

2. Purpose. To notify all 10th AAMDC Soldiers and leaders of the Commander's Equal Opportunity Policy.

3. Policy.

a. The United States Army has achieved its greatness through a strong emphasis on EO for its Soldiers and our Families. However, all of us must be active in seeking out and eliminating discriminatory practices in our units and in the civilian community. Therefore, equal opportunity is an essential element of readiness at all levels of command and contributes to unit cohesion and mission accomplishment. A work environment that promotes equal opportunity and fair treatment for all Soldiers, Civilians, and Family members is vital to the accomplishment of the mission.

b. I oppose in any form unlawful discrimination or offensive behavior in the workplace, and fully support the standards established by the Department of the Army. I am committed to upholding the Army EO standards and will pursue appropriate

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administrative or punitive action when necessary. This policy applies on and off base, during duty and non-duty hours, and to working, living, and recreational environments.

c. Acts of prejudice and discrimination, whether resulting from subconscious bias or deliberate intent, are indications of insensitivity and unfairness and are detrimental to our organization and our mission. Commanders, supervisors, and all other members of this Command must work as a team to eliminate bias and promote a healthy organizational climate to motivate and maintain a well-disciplined workforce.

d. As the 10th AAMDC Equal Opportunity Officer, I fully support the Army's Equal Opportunity Program which is based solely on merit, fitness, and capability. I expect all service members in our organization to ensure the equal and fair treatment of all personnel without regard to race, color, religion, national origin, sex (gender identity), or sexual orientation, and to provide an environment free from unlawful discrimination and offensive behavior.

4. Commanders will ensure that a copy of this memorandum is posted on unit bulletin boards.

5. The point of contact for this memorandum is the 10th AAMDC Equal Opportunity Advisor, SFC Carlos X. Retana, at [carlos.x.retana.mil@mail.mil](mailto:carlos.x.retana.mil@mail.mil) and 314-493-2226.



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Commanding