



DEPARTMENT OF THE ARMY
10TH ARMY AIR AND MISSILE DEFENSE COMMAND
UNIT 25357
APO AE 09136-5357

AECG-AMD

OCT 03 2022

MEMORANDUM FOR All Personnel Assigned, Attached, or OPCON to 10th Army Air and Missile Defense Command (AAMDC), Sembach, Germany 09136

SUBJECT: Policy Letter # 2, Equal Opportunity

1. References:

- a. AR 600-20, Army Command Policy.
- b. DoDI 1350.02, DoD Military Equal Opportunity Program.

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

3. Applicability. This policy applies to all units assigned/attached, or OPCON to 10th AAMDC.

4. Policy.

a. The United States Army has achieved its greatness through a strong emphasis on EO for its Soldiers, Civilians, 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, civilian employees, and Family members is vital to the accomplishment of the mission.

b. I am opposed to 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 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.

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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 leaders 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.

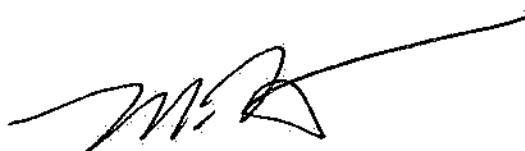
e. Commanders will conduct a Command Climate Assessment within 60 days of assuming command and annually thereafter. Division and Brigade MEO Professionals will initiate and manage all CCAs for their respective commanders in the Division and commanders will brief the next higher level commander on results of the survey, to include their CCA Action Plan, no later than 30 days upon receipt of results. Commanders will also conduct formal feedback sessions with the Soldiers of their organization.

f. Commanders will conduct mandatory MEO and Harassment Prevention and Response training annually and document training on the training schedules and in the Digital Training Management System in accordance with AR 350-1. The Division EO Office and Brigade MEO Professionals are authorized to facilitate the training for all commanders in the Division and Equal Opportunity Leaders (EOLs) are authorized to facilitate the training for all battalion and company commanders in the Division.

g. Commanders will conduct Army Heritage Month activities that promote the Army Values, recognize the achievements and contributions of Army organizations while enhancing a sense of inclusion and unit cohesiveness among diverse attendees. They will also enhance heritage awareness and understanding. Army Heritage Month events will focus on interaction, not just recognition, to preserve the memories of Soldiers, DA Civilians and their Families, honor their service, and help educate the American public about the Army and the Army Families' contributions to the Nation. All personnel desiring to participate in the Army Heritage Month activities will be given a reasonable opportunity to do so.

5. A copy of this memorandum will be posted on unit bulletin boards.

6. The point of contact for this memorandum is the 10th AAMDC Military Equal Opportunity Advisor MSG Carlos X. Retana at carlos.x.retana.mil@army.mil and 314-528-7924.



MAURICE O. BARNETT
Brigadier General, USA
Commanding