



DEPARTMENT OF THE ARMY  
HEADQUARTERS, III CORPS AND FORT HOOD  
1001 761ST TANK BATTALION AVENUE  
FORT HOOD, TEXAS 76544-5000

REPLY TO  
ATTENTION OF

COMMAND POLICY  
EO-01

AFZF-CG-EO

26 OCT 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Program and Complaint Procedures

1. REFERENCES.

- a. Army Regulation 600-20, Army Command Policy, Chapters 6, 7, and Appendix D, 18 March 2008 with Rapid Action Revision (RAR) 21 September 2012.
- b. Army Regulation 600-63, Army Health Promotion, Chapter 4, 07 May 2007 with Rapid Action Revision (RAR) 07 September 2010.

2. APPLICABILITY.

a. This policy applies to all Soldiers, active or reserve, assigned to or attached to III Corps and Fort Hood units, tenant activities and Partners in Excellence organizations/activities, regardless of location, as well as their Family Members.

b. This policy:

- (1) Applies both on and off post, during duty and non-duty hours.
- (2) Applies to working, living and recreational environments (including on and off-post housing).

3. PURPOSE. The Equal Opportunity (EO) 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. The EO philosophy is based on fairness, justice, and equality. Commanders are responsible for sustaining a positive EO climate within their units.

4. POLICY.

a. I am totally committed to equal opportunity and the Army Equal Opportunity Program. This command will provide equal opportunity and fair treatment to all military personnel and their family members without regard to race, color, religion, gender or national origin, and also provide an environment free of unlawful discrimination and

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offensive behaviors.

b. I will not tolerate any form of discrimination in this command. The EO complaint process is designed to investigate allegations and resolve complaints at the lowest level in a timely manner. If a person feels discriminated against based on race, color, religion, gender, or national origin, do not hesitate to report the issue in accordance with Appendix D, AR 600-20 to the chain of command, Equal Opportunity Advisors/Leaders, or alternate agencies such as the Inspector General or the Chaplain.

c. In addition, all leaders will create a command climate which emphasizes and encourages help-seeking behavior. Commanders at all levels will eliminate any policy which inadvertently discriminates, punishes, or discourages any Soldier or Family Member from receiving professional counseling or treatment for any physical, mental, behavioral health, relationship, substance abuse, or other problems or concerns. Soldiers or Family Members who feel they have been punished, discriminated against, or harassed for seeking such professional help should report the issue to their chain of command, the Inspector General, or the Chaplain.

d. We must protect all personnel and Family members from reprisal or retaliation for filing EO complaints. No Soldier or employee may take or threaten to take unfavorable personnel actions, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. If an allegation of reprisal is made know to any agency authorized to receive complaints, the agency will refer the complaint to the Inspector General. Soldiers, Family Members and DoD/DA civilians have the right to present a complaint to the command without fear of intimidation, reprisal or harassment. Individuals are responsible for advising the command of the specifics of the complaint and providing the command an opportunity to take appropriate action to rectify/resolve the issue. Equal Opportunity Advisors will be involved in all formal and informal EO complaints.

e. Every commander, director, and supervisor will set the appropriate example with regard to EO and will take appropriate action to create and sustain an effective program by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the men and women of America's Army. Leaders will also seek to eliminate even the inadvertent discrimination that may impact unit cohesion and combat readiness by promoting a climate of equal dignity and respect for all professionals in our ranks.

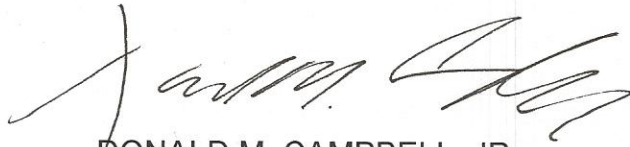
5. PROPONENT. The proponent for this policy letter is the III Corps and Fort Hood Equal Opportunity Office at (254) 287-6242.

6. EXPIRATION. This III Corps and Fort Hood Command Policy Memorandum

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supersedes the 25 May 2011 policies EO-01 and EO-03 and will remain in effect until superseded or rescinded.

A handwritten signature in black ink, appearing to read "Donald M. Campbell, Jr.", written in a cursive style.

DONALD M. CAMPBELL, JR.  
Lieutenant General, USA  
Commanding