

What about Soldiers Speaking Another Language?

AR 600-20, Para 4-13 states that English is the operational language of the Army. Soldiers must maintain sufficient proficiency in English to perform their military duties. Their operational communications must be understood by everyone who has an official need to know their content, and therefore, must normally be English. However commanders **may not require Soldiers to use English unless such use is clearly necessary and proper for the performance of military functions.** Accordingly, commanders may not require the use of English for personal communications, which are unrelated to military functions.

Open Door Policy

Commanders will establish an open door policy within their commands. The commander determines the timing, conduct, and specific procedures of the open door policy. Commanders are also responsible for ensuring that Soldiers are aware of the command's open door policy.

What is Hazing?

Hazing is defined as any conduct whereby one military member or employee, regardless of service or rank, unnecessarily causes another military member or employee, regardless of Service or rank, to suffer or be exposed to an activity which is cruel, abusive, oppressive, or harmful. (Blood wings/Airborne rank) is a no go!

Hazing includes, but is not limited to any form of initiation "rite of passage" or congratulatory act that involves: physically striking another in order to inflict pain; piercing another's skin in any manner; forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; or encouraging another to engage in illegal, harmful, demeaning or dangerous acts. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature.

Hazing (physical or mental abuse and criminal assault) is inconsistent with DoD human goals, the Army values, and CSA Dignity and Respect Directive. "Hazer" and those who condone it are equally at fault.

What is the Purpose of Ethnic Observances?

Equal Opportunity Special/Ethnic observances are conducted each year and are designed to enhance cross-cultural awareness among all Soldiers, civilian employees and their Families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society. The observances should also promote understanding, teamwork, harmony, pride and esprit among all groups, not just within the specific group being honored.

****NOTE**** A consolidated annual observance recognizing members of all racial/gender groups may be conducted in addition to (but will not be in place of) the observances listed in AR 600-20, Table 6-1.

If interested in participating or planning future observances, please call the Division EO Office 767-5850/5855/7771.

Special Commemorations/Ethnic Observances
(AR 600-20, Table 6-1)

January – 3rd Monday

Observance: Martin Luther King, Jr., Birthday

1 – 28/29 February

Observance: African-American/Black History Month

1 – 31 March

Observance: Women's History Month

April – Sunday to Sunday for one week incorporating Yom Hashoah

Observance: Days of Remembrance for Victims of the Holocaust

1 – 31 May

Observance: Asian Pacific Heritage Month

1 – 30 June

Observance: National Caribbean Heritage Month

26 August

Observance: Women's Equality Day

15 Sep – 15 October

Observance: National Hispanic Heritage Month

1-31 October

Observance: National Disability Employment-Awareness Month

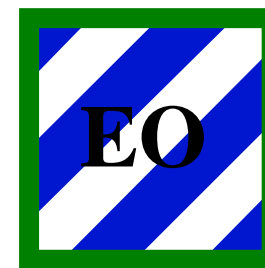
1 – 30 November

Observance: National Native American Indian Heritage Month

Equal Opportunity Advisors

LTC Buchanan	DIV EO PRG MGR	767-9286
MSG Painter	DIV EO NCOIC	767-7771
SFC Davis	DIV EO OPNS NCO	767-5850
SFC Millare	DIV EO TRNG NCO	767-9265
SFC Brown	1ST HBCT EOA	767-7480
SFC Pressley	2ND HBCT EOA	767-1218
SFC Serrano	3RD CAB EOA (HAAF)	315-3492
SFC Dave	3RD SB EOA	767-3251
SFC Barstow	4TH IBCT EOA	767-6848
SFC Vereen	3RD HBCT EOA (FBGA)	1-706-544-3372

"ARMY STRONG!"
3RD INFANTRY DIVISION
FORT STEWART, GEORGIA



On behalf of the 3RD ID Commanding General and Command Sergeant Major, the Division EO Office wishes you and your Family a warm welcome to Fort Stewart and Hunter Army Airfield Georgia.

"DIVERSITY IS THE KEY TO OUR SUCCESS!"

The Army's Equal Opportunity Program (AR 600-20)

The U.S. Army will provide equal opportunity and fair treatment for Military Personnel, Family Members, and DA Civilians without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and offensive behavior. This policy applies both on and off post, during duty and non-duty hours; also applies to working, living, and recreational environments (including on and off-post housing).

Equal Opportunity is the right of all persons to participate in and benefit from programs and activities for which they are qualified. These programs and activities shall be free from social, personal, or institutional barriers that prevent people from rising to the highest level of accountability possible. Persons shall be evaluated only on individual merit, fitness, capability, and potential, regardless of race, color, gender, national origin, or religion, except as prescribed by statute, or other Service policy.

Purpose of the Equal Opportunity (EO) Program is to formulate, direct, and sustain 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 equity.

The Role of the Equal Opportunity Advisor (EOA) EOAs are agents for cultural change and act as the eyes and ears for the commander. EOA(s) do not implement or make the changes - commanders at all levels are the EO officers for their command. They are personally responsible and accountable for the EO climate within their units.

What is Discrimination?

Discrimination is illegal, arbitrary treatment of a person or group based on race, color, national origin, religion, or gender.

What is Sexual Harassment?

Sexual harassment is a form of gender discrimination that involves unwelcomed/unsolicited sexual advances, request for sexual favors, and other verbal or physical conduct of a sexual nature.

Categories of Sexual Harassment

Verbal: Examples may include telling sexual jokes, using sexual explicit profanity, threats, sexually oriented Jody calls, sexual comments, whistling in a sexual suggestive manner, describing certain sexual attributes of one's physical appearance.

Nonverbal: Examples may include staring at someone (i.e. "undressing someone with one's eyes"), blowing kisses, winking, or licking one's lips in a suggestive manner. Nonverbal may also include printed material.

Physical Contact: Examples may include touching, patting, pinching, bumping, grabbing, cornering, blocking a passageway, kissing, and providing unsolicited back or neck rubs.

Types of Sexual Harassment

Quid Pro Quo: This is a Latin term meaning "this for that."

Hostile Environment: This occurs when Soldiers or civilians are subjected to offensive, unwanted and unsolicited comments or behaviors of a sexual nature.

Ways to Deal with Sexual Harassment

Direct Approach: Confront the harasser and tell him/her that the behavior is not appreciated, not welcomed and that it must stop.

Indirect Approach: Send a letter to the harasser stating the facts, personal feelings about the inappropriate behavior and expected resolution (keep a copy for self).

Third Party: Request the assistance from another person. Ask someone else to talk to the harasser, to accompany the victim, or to intervene on behalf of the victim to resolve the conflict.

Chain of Command: Report the behavior to immediate supervisor or others in chain of command and ask for assistance in resolving the situation.

File a Formal Complaint: An allegation of unlawful discrimination based on race, color, national origin, religion, or gender.

****NOTE** Sexual Assault is a criminal act & must be reported to the proper authorities (MP, PMO, CID).**

What are the Two Types of Complaints for Sexual Harassment?

Informal: Allegations of unlawful discrimination or sexual harassment that do not require written documentation. These complaints may be voiced to the offending party, to someone in a position of authority, or both. The intention is that the offending behavior will cease with no further action required.

Formal: Allegation of unlawful discrimination or sexual harassment that is submitted in writing to proper authority and processed through official complaint channels with timelines

****NOTE**** Although the processing of EO complaints through the unit chain of command is strongly encouraged, it will not serve as the only channel available to Soldiers to resolve complaints (AR 600-20, Appendix E, Para E-1a (2)).

Alternative Agencies to File Complaints

Someone in a higher echelon of the complainant's chain of command
Equal Opportunity Advisor
Inspector General
Chaplain
Provost Marshal
Medical Agency personnel
Staff Judge Advocate

What happens to me if I file a Complaint against my supervisor or Chain of Command; won't they get even?

The Military Whistleblower Protection Act prohibits Department of the Army personnel from taking acts of reprisal against any soldier for filing a complaint (Para 5-12, DoD Directive 7050.6).

3RD ID EO Hotline: 767-5855
DoD IG Hotline: 1-800-424-9098

Reprisal: Taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a military member for making or preparing a protected communication.

The "Consideration of Others" Program: The Chief of Staff of the Army (CSA) has directed the Army-wide implementation of all-encompassing human relations program called "Consideration of Others." This is a tool for commanders, whereby the chain of command instills a belief and understanding of the Army value-Respect – so much so that Respect becomes synonymous with training to standard. Its purpose is to foster and strengthen the command climate, reinforce the importance of trust,

teamwork, dignity and respect for others.

What does treating a soldier with "Dignity and Respect" means?

Dignity: State of being worthy, honored, or esteemed.
Respect: Treat people as they should be treated.

"Commanders are responsible for the readiness of their units. Quality of trust in a unit directly impacts on that readiness. Commanders will ensure that all Soldiers are treated with dignity and respect and that harassment or threats to Soldiers for any reason are not tolerated. Those who engage in, ignore, or condone harassment or threats will be held accountable."

CSA Directive dated 21 July 00

Subject: Dignity and Respect for All

"... individual relationships of trust grow the bonds that build unit cohesion. When individual dignity and respect are violated, mutual trust and unit cohesion erode. Harassment of any kind violates individual dignity and tears at the fabric of this trust and the cohesion of our Army."

GEN Eric K. Shinseki

Abusive Language

What is Abusive Language: Using harsh insulting language, either direct or indirectly towards an individual or group. Words used that may offend an individual or others. Words used in an inappropriate manner at an inappropriate time and place.

3RD ID CG Policy Letter indicates:

Under no circumstances will any form of harassment, profanity, verbal abuse, prejudice, discrimination, or any other type of offensive behavior directed toward our Army Civilians, Soldiers or their Family members be tolerated.

USE OF PROFANITY CAN BE IN VIOLATION OF UCMJ

- ARTICLE 93: *Cruelty and mal-treatment of a subordinate.*
- ARTICLE 133: *Conduct unbecoming an officer.*
- ARTICLE 134: *Indecent language.*

Use of abusive or profane language may be construed as a form of: SEXUAL HARASSMENT

...AND IN ALL CIRCUMSTANCES, IS VERY UNPROFESSIONAL!!

