



**DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF OF ARMY RESERVE  
2400 ARMY PENTAGON  
WASHINGTON DC 20310-2400**

**DAAR-ZA**

**MEMORANDUM FOR America's Army Reserve**

**SUBJECT: Army Reserve Military Equal Opportunity Policy Statement**

1. Reference: Army Regulation 600-20, Army Command Policy, 6 November 2014.
2. It is the policy of the Department of Defense, the Department of the Army and that of America's Army Reserve that all Soldiers and Families will be afforded equal access to and consideration for opportunity based on merit, fitness, capability, and potential regardless of race, color, religion, sex (gender identity), sexual orientation, national origin, or other arbitrary barriers. This is a non-negotiable, Constitutionally-protected right.
3. I not only endorse this policy to the maximum extent of the law, but I embrace it as a fundamental element of who we are as Soldiers. We are fully committed to providing a working, training, and living environment which recognizes the dignity and worth of each member of America's Army Reserve team. In addition to the legal, moral, and ethical imperative to create and maintain an environment free of discrimination, equal opportunity builds readiness and combat effectiveness. I will not tolerate violations of this policy. Don't you. I expect commanders and leaders at every echelon in this team to emulate, enforce, and advance it as an unambiguous statement of who and what we are as an organization.
4. For more information on this memorandum, contact your command's EO Advisor or call the Army Reserve EO Assistance Line at (855) 434-0986.

**//APPROVED//  
CHARLES D. LUCKEY  
Lieutenant General, U.S. Army  
Chief of Army Reserve**

**ENCLOSURE 4**