



DEPARTMENT OF THE ARMY  
HEADQUARTERS UNITED STATES ARMY RESERVE COMMAND  
4710 KNOX STREET  
FORT LIBERTY, NORTH CAROLINA 28310-5010

AFRC-EO (600A)

NOV 12 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General Policy # 24-03: Army Reserve Military Equal Opportunity Policy Statement

1. References.

- a. DoDI 1350.02, DoD Military Equal Opportunity Program, September 4, 2020, Change 1, December 20, 2022.
- b. DoDI 1020.03, Harassment Prevention and Response in the Armed Forces, February 8, 2018, Change 2, December 20, 2022.
- c. AR 600-20, Army Command Policy, July 24, 2020.

2. Department of Defense (DoD) and Department of the Army (DA) policies require us to ensure Soldiers, and their Family members are treated with dignity and respect and are afforded equal opportunity in an environment free from prohibited discrimination based on race, color, national origin, religion, sex (including pregnancy), gender identity, sexual orientation, or other arbitrary barriers.

3. We also strive to ensure a workplace free of harassment and retaliation. Harassment is comprised of hazing, bullying, and other acts of misconduct. This includes online, e-communications, and social media misconduct.

a. Hazing is conduct through which Soldiers or DA Civilian (DAC) employees (who haze Soldiers), without a proper military authority or other governmental purpose but with a nexus to military service, physically or psychologically injures or creates a risk of physical or psychological injury to Soldiers for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DAC organization.

b. Bullying is acts of aggression by Soldiers or DAC employees, with a nexus to military service, with the intent of harming a Soldier either physically or psychologically, without proper military authority or other governmental purpose. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm.

4. I am fully committed to providing a working, training, and (where possible) living environment which recognizes the dignity and worth of each member of the Army Reserve.

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Therefore, I will not tolerate violations of this policy and I expect commanders and leaders at all levels to enforce the established standards set forth in this policy.

5. Equal opportunity is a fundamental element of readiness and combat effectiveness. Leaders have a moral and ethical obligation to create and maintain an environment free of discrimination. We must allow men and women of diverse backgrounds and abilities to achieve their fullest potential in support of the Army mission.

6. The chain of command will protect complainants from reprisal or retaliation for filing Military Equal Opportunity (MEO) complaints. Anyone aware of threats of reprisal must report these circumstances to the DoD Inspector General (IG). The DoD IG Hotline phone number is 800-424-9098 or DSN 664-8799.

7. MEO Complaints will be processed under the TPU/Reserve timeline. Active Component timeline will only be followed if all parties (Commander, Equal Opportunity Advisor, Staff Judge Advocate, Investigating Officer, complainant, subject, and witnesses) are on active duty for 90 days following the complaint filing.

8. For more information on this policy, contact the Army Reserve Equal Opportunity office at (855) 434-0986.



ROBERT D. HARTER  
Lieutenant General, U.S. Army  
Commanding

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