



DEPARTMENT OF THE ARMY
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY FORT DIX
BUILDING 5518 SEVER AVENUE
JOINT BASE MDL, NJ 08640-7226

AFRC-RTC-ND

23 October 2018

SUBJECT: Policy Letter 3 Equal Opportunity (EO)

1. Reference: AR 600-20, Army Command Policy, dtd 6 November 2014, Ch 6
2. Purpose: To ensure every individual has the opportunity to reach his or her potential free of unlawful discrimination or harassment.
3. Background: The 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. Leaders are responsible for sustaining a positive EO climate.
4. Policy: We will provide fair treatment for all individuals without regard to race, color, gender, sexual orientation, religion, national origin, and provide an environment free of unlawful discrimination and offensive behavior. The policy applies both on and off post, during duty and non-duty hours.
 - a. All personnel should attempt to resolve issues of discriminatory actions at the lowest possible level. Individuals are encouraged to elevate their concerns through the chain of command or other agencies when inappropriate behaviors continue after an attempt at resolution, and/or discriminatory behavior is condoned or encouraged within the chain of command.
 - b. Personnel should attempt to handle their complaints at the lowest level possible. There may be times when an individual may feel uncomfortable submitting the complaint directly to the lowest level chain of command. In such cases, the individual should submit the complaint directly to the Equal Opportunity Advisor or support agency. Leaders will not preclude or hinder personnel from using these channels.
 - c. The chain of command will not reprise against those with a complaint. Additionally, the chain of command will take appropriate action against individuals who violate the EO policy.

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5. I fully support the EO program and demand the same level of support from leaders at all levels. Each leader must be proactive and use communication, education, and training to ensure maximum awareness of these standards.

6. Point of contact for this action is the First Sergeant at 609 562-2239.

ANGEL L. ORTIZGUZMAN
CSM, USA
Commandant