



DEPARTMENT OF THE ARMY
UNITED STATES ARMY JAPAN AND I CORPS (FORWARD)
UNIT 45005
APO AREA PACIFIC 96343-5005

REPLY TO
ATTENTION OF

APAJ-EO

7 December 2015

COMMAND POLICY MEMORANDUM 15-19

FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO)

1. I am personally committed to ensuring Equal Opportunity is afforded to our Soldiers, Civilian employees, and their Family members. Establishing a command climate that provides Equal Opportunity for personnel, regardless of race, color, religion, gender, sexual orientation or national origin which is an essential task for all necessity with a direct impact on readiness.
2. I expect all leaders to create and maintain an environment of zero tolerance for discrimination. Soldiers, Civilian employees, and their Family members must know that they will be treated fairly and with dignity and respect in all aspects of daily operations. As such, commanders and leaders will create and maintain a positive command climate with an environment that is free of unlawful discrimination. Should unlawful discrimination occur, commanders and leaders will investigate promptly and thoroughly. Take appropriate actions as necessary, and ensure that personnel who file EO complaints are protected from threats or acts of reprisal, coercion, or other adverse consequences resulting from filing such complaints.
3. The preferred method for handling a complaint is through the chain of command. However, the chain of command is not the only channel available for redress of EO grievances. Soldiers, Civilian employees, and Family members may file complaints with the USARJ EO Advisor, Inspector General, Staff Judge Advocate, Provost Marshal/Criminal Investigation Command, Chaplain, medical agencies, housing referral office, or higher echelon in their chain of command.
4. For our DA Civilians, the process for reporting employment discrimination is established by law and administered by the Equal Employment Opportunity Office.
5. This memorandum supersedes Command Policy Memorandum 15-06, dated 24 July 2015.
6. We must work together to achieve a viable atmosphere in which everyone can realize their full potential. Our Soldiers and Civilian employees are professionals.

APAJ-EO
SUBJECT: Equal Opportunity (EO)

Each contribute a depth of experience and skill that enable this command to accomplish its mission. Let us set the standard, and continue to demonstrate and nurture a just environment conducive to EO and fair treatment. For additional assistance, contact my EO Advisor: SFC Jacobs at 263-8630.

- 2 Encls
1. Army Directives 2015-39
2. Information Paper



JAMES F. PASQUARETTE
MG, USA
Commanding

DISTRIBUTION:
A
B



SECRETARY OF THE ARMY
WASHINGTON

14 OCT 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program)

1. References:

a. Department of Defense (DoD) Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), June 8, 2015.

b. Army Regulation 600-20 (Army Command Policy), 6 November 2014.

2. In accordance with reference 1a, this directive provides guidance and implementing procedures for addressing unlawful discrimination and promoting equal opportunity, diversity and inclusion (enclosure). Soldiers may seek redress through the Army Military Equal Opportunity (MEO) Program in cases of harassment and unlawful discrimination on the basis of race, color, national origin, religion, sex or sexual orientation.

3. As outlined in reference 1b, the Army MEO Program is critical to mission accomplishment. It promotes unit cohesion and readiness by ensuring that all Soldiers are afforded equal opportunity in an environment free from harassment and unlawful discrimination. A key tenet of the MEO Program is that Soldiers are evaluated only on individual merit, fitness, capability and performance.

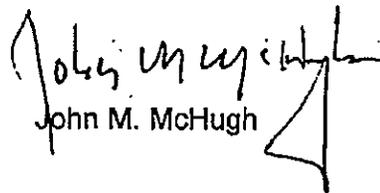
4. Sexual orientation refers to an individual's emotional or physical attraction to the same and/or opposite sex (heterosexual, homosexual or bisexual). MEO complaints on the basis of sexual orientation may be based on the complainant's actual or perceived sexual orientation, as well as association with an individual or affinity group associated with a particular sexual orientation. Established MEO complaint procedures and timelines apply to sexual orientation complaints. To the extent permitted by law and DoD policy, all on-installation activities and, when possible, off-installation activities available to military personnel are open to all military personnel and their Families regardless of race, color, national origin, religion, sex or sexual orientation.

5. Army activities will not collect or maintain data concerning the sexual orientation of a recruit or Soldier except when it is an essential part of an investigation or other official action. Briefings to applicants for enlistment and appointment that address standards of personal conduct will be amended to incorporate the new policy.

SUBJECT: Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program)

6. The provisions of this directive are effective immediately and apply to all Active Army, Army National Guard/Army National Guard of the United States and U.S. Army Reserve activities.

7. The Assistant Secretary of the Army (Manpower and Reserve Affairs) is the proponent for this policy and will make sure it is incorporated into the next update of Army Regulation 600-20. This directive is rescinded upon publication of the revised regulation.


John M. McHugh

Encl

DISTRIBUTION:

Principal Officials of Headquarters, Department of the Army
Commander

U.S. Army Forces Command
U.S. Army Training and Doctrine Command
U.S. Army Materiel Command
U.S. Army Pacific
U.S. Army Europe
U.S. Army Central
U.S. Army North
U.S. Army South
U.S. Army Africa/Southern European Task Force
U.S. Army Special Operations Command
Military Surface Deployment and Distribution Command
U.S. Army Space and Missile Defense Command/Army Strategic Command
U.S. Army Medical Command
U.S. Army Intelligence and Security Command
U.S. Army Criminal Investigation Command
U.S. Army Corps of Engineers
U.S. Army Military District of Washington
U.S. Army Test and Evaluation Command
U.S. Army Installation Management Command
Superintendent, United States Military Academy
Director, U.S. Army Acquisition Support Center
Executive Director, Arlington National Cemetery
Commander, U.S. Army Accessions Support Brigade
(CONT)

SUBJECT: Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program)

DISTRIBUTION: (CONT)

**Commandant, U.S. Army War College
Commander, Second Army**

CF:

**Director, Army National Guard
Director of Business Transformation
Commander, Eighth Army
Commander, U.S. Army Cyber Command**

INFORMATION PAPER

APAJ-EO

7 DEC 2015

THRU: CSM

DC

TO: CG

SUBJECT: USAR-J Guidance on Army Directives 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program)

1. References:

- a. Department of Defense (DOD) Directives 1020.02E (Diversity Management and Equal Opportunity in DoD), June 8, 2015
- b. Army Regulation 600-20 (Army Command Policy), 6 Nov 2014

2. Policy and Procedure. Commanders at all levels of command will:

- a. Follow the guidance and implementing procedures IAW reference 1a, for addressing unlawful discrimination and promoting equal opportunity, diversity and inclusion. Soldiers may seek redress through the Army Military Equal Opportunity (MEO) Program in cases of harassment and unlawful discrimination on basis of race, color, national origin, religion, sex or sexual orientation. As outlined in 1B, the MEO Program is critical to mission accomplishment. It promotes unit cohesion and readiness by ensuring that all Soldiers are afforded equal opportunity in an environment free from harassment and unlawful discrimination.
- b. Ensure that all locally developed EO training is revised to include sexual orientation basis discrimination, so that the members of your organization can become familiar with the topic and better understand.
- c. Ensure EO complaints the chain of command receives are promptly investigated in a fair, impartial manner and are appropriately resolved without fear of reprisal, intimidation or retaliation.
- d. Make sure appropriate disciplinary, administrative and corrective actions are taken if discrimination or reprisal is substantiated.
- e. Ensure that the complaints and the subject are provided feedback information about the status and the outcome of the complaint.

APAJ-EO

SUBJECT: USAR-J Guidance on Army Directives 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program)

f. Make sure follow up assessments are conducted with the compliant using DA Form 7279-1 (Equal Opportunity Complaint Resolution Assessment). The follow up should ensure consistent enforcement, compliance with the timeline and that reprisal or retaliation did not occur.

g. Ensure that discrimination complaints based on sexual orientation are tracked in the Equal Opportunity Reporting System (EORS) database. Sexual orientation cases will be tracked in EORS under gender and annotated as Sexual Orientation in the specific allegations block until EORS is updated with sexual orientation as a complaint type. The initial operational capability date is 1 Oct 2015.

3. Responsibilities.

a. The Assistant Secretary of the Army (Manpower and Reserves Affairs) will:

(1) Represent and advise the Secretary of the Army on all matters related to this directive.

(2) Oversee implementation of the directive and monitor progress until completion.

(3) Provide policy direction and guidance to the Chief, Military EO Policy.

b. The Deputy Chief of Staff, G1 will update Army Regulation 600-20, chapter 6 (The Equal Opportunity Program in the Army) to include sexual orientation as a basis of discrimination.

c. The Commanding General, U.S. Army Training and Doctrine Command will ensure that the EO Training Proponent Office incorporates sexual orientation as a basis of discrimination:

(1) In the program of instruction for Service-specific training for Army personnel attending the EO Advisor Course at the Defense Equal Opportunity Management Institute.

(2) In all levels of professional military education lesson plans.

(3) Into EO Leaders Course.

APAJ-EO

SUBJECT: USAR-J Guidance on Army Directives 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program)

4. Definitions.

a. Ally. A person who does not identify as lesbian, gay or bisexual, but supports the rights and safety of those who identify as a lesbian, gay, or bisexual.

b. Bisexual. A person who is attracted romantically, physically or emotionally to both men and women.

c. Gay. A male-identified person who is attracted romantically, physically or emotionally to another female-identified person.

d. Lesbian. A female-identified person who is attracted romantically, physically or emotionally to another female-identified person.

e. Sexual Orientation. An emotional or physical attraction to the same and/or opposite sex (homosexual, heterosexual, bisexual). Complaints may be based on actual or perceived sexual orientation, as well as association with an individual or affinity group associated with a particular sexual orientation.

5. Let us set the standards, and continue to demonstrate and nurture a just environment conducive to Equal Opportunity and fair treatment. For additional assistance, contact my EO Advisor at 263-8630.



ACTION OFFICER:

M.T. Jacobs

EO Officer, 263-8630