



DEPARTMENT OF THE ARMY
UNITED STATES ARMY JAPAN
UNIT 45005
APO AREA PACIFIC 96343-5005

APAJ-EO

28 August 2018

COMMAND POLICY MEMORANDUM 18-02

FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO)

1. References.

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, 9 February 2004.
- c. Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.

2. I am personally committed to ensuring fair treatment is afforded to our Soldiers, Department of the Army Civilian (DAC) employees, and their Families. Establishing a command climate that provides equal opportunity (EO) for personnel, regardless of race, color, religion, gender, sexual orientation, or national origin, is an essential task with a direct impact on readiness.

3. I expect all leaders to create and maintain an environment of zero tolerance for discrimination. Soldiers, DAC employees, and their Families must know that they will be treated fairly, 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 discrimination. Should 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.

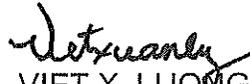
4. The preferred method for handling a complaint is through the chain of command. However, the chain of command is not the only channel available for redress of EO grievances. Soldiers and their Families may file complaints with the U.S. Army Japan (USARJ) EO Advisor, Inspector General, Staff Judge Advocate, Provost Marshal, Criminal Investigation Command, Chaplain, medical agencies, housing referral office, or higher echelon in their chain of command.

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5. For our DAC employees, the process for reporting employment discrimination is established by law and administered by the Equal Employment Opportunity (EEO) office. EEO complaints will be handled in accordance with Army Regulation 690-600.

6. This memorandum supersedes Command Policy Memorandum 15-19, dated 7 December 2015.

7. We must work together to achieve a healthy climate in which everyone can realize their full potential. Our Soldiers and DAC employees are professionals. 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 at 263-8630.


VIET X. LUONG
MG, USA
Commanding

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