



DEPARTMENT OF THE ARMY  
U.S. ARMY MILITARY DISTRICT OF WASHINGTON  
103 THIRD AVENUE  
FORT LESLEY J. McNAIR, DC 20319-5058

REPLY TO  
ATTENTION OF

ANE0

MAR 03 2010

MEMORANDUM FOR SEE DISTRIBUTION

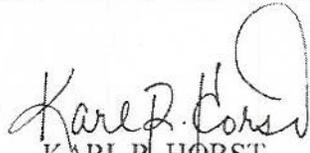
SUBJECT: Commander's Policy Statement on Equal Opportunity (EO) - Memorandum #3

1. REFERENCE. AR 600-20, Army Command Policy, 18 March 2008.
2. PURPOSE. To provide guidance to Joint Force Headquarters – National Capital Region (JFHQ-NCR) and U.S. Army Military District of Washington (MDW) personnel on the Commander's EO Program.
3. APPLICABILITY. These procedures are applicable to all Service Members assigned to and/or under the operational control of JFHQ-NCR/MDW and Family members.
4. POLICY. In accordance with guidelines set forth in Chapters 6 & 7 and Appendixes D & E of the reference, members of this command will provide equal opportunity and fair treatment for Service Members and Family members without regard to race, color, gender, religion and national origin and provide an environment free of unlawful discrimination and offensive behavior.
5. PROCEDURES.
  - a. The Equal Opportunity Program formulates, directs and sustains a comprehensive effort to maximize human potential. Treating Service Members and Family members with dignity and respect enhances mission effectiveness, cohesion and readiness. This standard applies to working, living and recreational environments, on and off post, and during duty and non-duty hours.
  - b. It is the responsibility of every individual in this command to contribute to the essential mission of promoting a healthy human relations climate within the command. Commanders are responsible for sustaining a positive EO climate within their units by conducting command climate assessments within 90 days of assuming command and annually thereafter. In addition, commanders must ensure EO training is being conducted quarterly. The equal opportunity program must remain a vital part of this organization's structure.
  - c. Violations of the Army's EO policy will not be tolerated. Service Members who engage in discriminatory behaviors or sexual harassment will be subject to punishment under the Uniform Code of Military Justice. The chain of command is responsible for addressing inappropriate conduct and resolving EO complaints at the lowest possible level.

ANEEO

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6. PROPONENT. The MDW EO Office is the proponent for this JFHQ-NCR/MDW policy letter. The point of contact is LTC Linwood C. Wright, MDW EO Program Manager at (202) 685-3357, DSN 325-3357 or email: [Linwood.wright@jfhqncr.northcom.mil](mailto:Linwood.wright@jfhqncr.northcom.mil).

  
KARL R. HORST  
Major General, US Army  
Commanding

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