DEPARTMENT OF THE ARMY
19th BATTLEFIELD COORDINATION DETACHMENT
UNIT 3050 BOX 15
APO AE 09094

AEAGC-BCD-CDR 4 June 2010

MEMORANDUM FOR RECORD

SUBJECT: Command Policy Memorandum 02, **Equal Opportunity (EO)**

1. I am the 19th Battlefield Coordination Detachment Equal Opportunity Officer. I am totally committed to establishing a command climate that provides equal opportunity to all personnel without regard to race, color, religion, gender or national origin. Unit cohesion is vital to combat readiness. Discrimination and prejudice undermine cohesion and I will tolerate neither.

2. I charge leaders at all levels with the responsibility to support not only this intent, but also the spirit of this policy and to enforce the standards set forth in Chapter 6 of AR 600-20. We will not train, assign, promote, or otherwise manage personnel on the basis of race, color, religion, gender, or national origin. I will consider all administrative and disciplinary tools available in taking swift and positive action to eliminate discrimination and protect the rights and dignity of all members of this command.

3. Promoting positive, open-minded attitudes is essential to unit cohesion and esprit. To that end, do not tolerate snide or malicious comments, "jody" calls, or other off-hand remarks regarding race, color, religion, gender, or national origin.

4. Complaints involving equal opportunity matters may be handled as either informal or formal complaints. An informal complaint is any complaint that a Soldier or family member does not wish to file in writing. The complaint is not subject to the time suspenses in AR 600-20 and is designed to be resolved at the lowest possible level. The chain of command is responsible, however, for addressing the complaint as quickly as possible. A formal complaint is filed by submitting a sworn statement on DA Form 7279-R. The complaint will identify the alleged issue, provide names and witnesses, specify the dates of the occurrences, and state the EO basis of the complaint. All required suspenses found in AR 600-20 are applicable. Communication, education, and training are essential in fostering a spirit of understanding, mutual trust, and respect. These qualities are necessary to the development of an effective combat force.

STEPHEN J. MARANIAN
COL, FA
Commanding