



DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQUARTERS COMPANY
530TH COMBAT SUSTAINMENT SUPPORT BATTALION
BLDG 8536, B AVE
FORT LEE, VIRGINIA 23801

REPLY TO
ATTENTION OF:

AFFL-CS-CO

24 February 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Battalion Commander's Policy #2 – Equal Opportunity

1. REFERENCES:

- a. AR 600-20, Army Command Policy, 7 June 2006.
- b. DOD Directive 7050.6, Military Whistleblower Protection.
- c. DA PAM 350-20, Unit Equal Opportunity Training Guide.
- d. DA Form 7279-R, Equal Opportunity Complaint Form.
- e. TC 26-6, Commander's Equal Opportunity Handbook.
- f. 49th QM Group Policy Letter #3, 49th Quartermaster Group Policy on Equal Opportunity.

2. The Equal Opportunity (EO) program is a fundamental element of readiness, the principles of which are essential leadership tools. Army leaders are obligated to develop and foster a working and training environment free of discrimination that embraces diversity and maximizes the potential of every member of the organization in support of the Army's mission to fight and win our nations wars.

3. As your commander, I am committed to achieving the principles, goals and objectives of the Department of the Army's EO Program. I will not tolerate discrimination based on race, color, national origin, gender or religious affiliation. It is an operational imperative that we maintain equal opportunity and fair treatment for all Soldiers and family members, and that we have proactive EO programs in all our units.

4. I expect Company Commanders to take ownership of their unit's EO program and to develop and foster a positive command climate. Leaders at all levels are responsible for exposing, documenting and correcting all discriminatory practices. Company commanders will coordinate with the battalion EO Leader to conduct a Command Climate Assessment within the first 90 days of assuming command and annually thereafter. Commanders will also coordinate this assessment with the Group Equal Opportunity Advisor (primary) or the Installation EO Office (alternate). Units will conduct quarterly EO training IAW AR 600-20, and they will brief their climate assessment, EO training completed and EO training plans and goals as part of their Quarterly Training Brief (QTB).

5. We are all responsible for fostering a positive climate within our units, our work areas, and even while off duty. We are Soldiers 24 hours a day, 7 days a week and we must treat each other with dignity and respect at all times in order to maintain maximum combat effectiveness.

6. The point of contact for this policy is the Battalion Executive Officer at (804) 765-3156.

“Warrior Spirit, Warrior Support!”

A handwritten signature in black ink, appearing to read 'Austin W. Elliott', with a long horizontal stroke extending to the right.

AUSTIN W. ELLIOTT
LTC, MS
Commanding

DISTRIBUTION: A