



REPLY TO  
ATTENTION OF

## DEPARTMENT OF THE ARMY

HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL  
455 MCNAIR AVE, SUITE 100  
FORT SILL, OKLAHOMA 73503

ATZR-C

15 August 2016

### MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Complaint Procedures Policy, CG Policy Memo 16-09

1. References. AR 600-20, Army Command Policy 6 November 2014; Department of Defense (DoD) Directive 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015; Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.

2. Policy. I am committed to the Army's policy of ensuring Soldiers, Family Members, and DA Civilians are not subject to discrimination. Discrimination will not be tolerated, practiced, or condoned at Fort Sill. Commanders and directors will create and maintain an environment conducive to maximum productivity and respect for human dignity.

3. Procedures.

a. Individuals are responsible for advising their command of unlawful discrimination and providing the command an opportunity to take appropriate action to resolve issues.

b. Anyone who believes they have been discriminated against has the right to file a complaint with their chain of command without fear of intimidation, reprisal, or harassment. Such reprisals are in direct violation of Army policy and will be reported immediately to the Inspector General office, 442-3176, Building 463.

c. Although using the chain of command is strongly encouraged, it will not serve as the only channel available to the complainant. Should the complainant feel uncomfortable with filing with their chain of command, they may contact the following offices directly for assistance: Equal Opportunity, Inspector General, Religious Services, Provost Marshal, Medical agency, Staff Judge Advocate, or Housing. Enclosed are the EO Complaint Procedures.

4. This CG Policy Memorandum supersedes CG Policy Memorandum, ATZR-V, 14 January 2016, subject: Equal Opportunity (EO) Complaint Procedures Policy, CG Policy Memo 15-09.

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5. Point of contact is the Equal Opportunity office, 442-6968, Building 4700. Office hours are 0900-1700.



BRIAN J. MCKIERNAN  
Major General, USA  
Commanding

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