



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

REPLY TO
ATTENTION OF

ATZR-C

15 August 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Policy, CG Memo 16-08

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 personally committed to the Equal Opportunity Program and expect personal commitment from all Soldiers, DA Civilians, and Family members at Fort Sill. I am fully committed to ensuring that every unit, activity, and section on this post promotes a positive work environment that is free of discrimination. I want to guarantee everyone a command climate that treats everyone on the basis of capability and merit without regard to race, color, religion, national origin, gender, or sexual orientation.
3. Procedures. Soldiers, Family Members, and Department of the Army Civilians will be given full opportunity to develop professionally and personally, free from prejudice and discrimination. I want to ensure that we have a command climate that encourages every Soldier to freely identify and report injustices and discrimination of any form, without the threat of intimidation or reprisal. Such acts of reprisal are in direct violation of Army policy and will be reported to the Office of the Inspector General. I expect every leader to take swift and positive steps to help eradicate bias behaviors and discriminatory practices. Discrimination of any kind will not be tolerated.
4. In accordance with Army policy, units will ensure all command policy statements on Equal Opportunity include: "Unlawful discrimination on the basis of sexual orientation is a violation of the Army's Equal Opportunity Program and can be the basis of discrimination complaints." Discrimination of any kind will not be tolerated.
5. I challenge the chain of command and every subordinate leader to make this policy a working document. This can be done through positive, visible, and involved leadership. It is only with full command support that equal opportunity can become a reality.
6. This CG Policy Memorandum supersedes CG Policy Memorandum, ATZR-V, 14 Jan 2016, subject: Equal Opportunity (EO) Policy, CG Policy Memo 15-08.

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7. 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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