



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 3<sup>RD</sup> BATTALION, 2<sup>ND</sup> AIR DEFENSE ARTILLERY REGIMENT  
3906 MOW-WAY ROAD  
FORT SILL, OKLAHOMA 73503

AFVL-RTB-BC

12 June 2019

MEMORANDUM FOR All Soldiers Assigned/Attached to the 3-2 ADA Battalion

SUBJECT: Policy Letter #2 – Equal Opportunity Program

1. References:

- a. AR 600-20, Army Command Policy, dated 6 November 2014.
- b. DoD Directive 1020.02E, "Diversity Management and Equal Opportunity in the DoD", dated 29 November 2016.
- c. Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, dated 14 October 2015.
- d. Directive-type Memorandum (DTM)-19-004 – Military Service by Transgender Persons and Person with Gender Dysphoria.

2. Purpose. To provide guidance to all 3-2 ADAR personnel on the Lethal Strike Battalion's commitment to ensuring fair treatment for all Soldiers in our formation; treatment that is based solely on merit, fitness, and capability in support of unit readiness. Discrimination of any kind will not be tolerated.

3. Applicability. This policy applies to all personnel who are assigned, attached, visiting, or under the operational control of the Lethal Strike Battalion. This policy letter applies on and off post, during duty and non-duty hours, in working, living, and recreational environments.

4. Policy. As Commander of the Lethal Strike Battalion, I am fully committed to the Equal Opportunity Program for all personnel. I will not tolerate harassment or unlawful discrimination based upon race, color, religion, sex (gender identity), national origin, or sexual orientation. I am fully committed to ensuring all personnel are treated fairly and equitably based on their merit, capacity, and potential.

- a. I am committed to providing for the equality of all Soldiers, Family Members, and Department of Defense civilians based solely on individual merit, fitness, and capability in support of readiness. I will not tolerate any incidents of harassment, unlawful discrimination, or violations of this policy. I equally charge Leaders and Soldiers in this

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command in upholding this same level of commitment anchored by universal dignity and respect.

b. The Battalion Equal Opportunity Leader (EOL) has direct access to me at all times regarding EO matters. The chain of command is the primary channel for EO complaints and is responsible for addressing discriminatory practices. Soldiers should attempt to resolve EO complaints through their respective unit EOL(s) and/or chain of command. Soldiers do have the right to go to the Battalion EOL or bring their grievance directly to me via the provisions of my Open Door Policy (Policy Letter #1). If a Soldier wants to file a formal EO complaint, that will be done through the Brigade EO Advisor.

c. I expect every Commander, Leader, and Soldier to take swift and positive steps to help stop bias behaviors and discriminatory practices by identifying problems or potential problems and exercising their moral obligation to intervene. This can be done through positive, visible, and involved leadership.

d. Any attempts to suppress, restrain, interfere with, or coerce an individual who desires to file a complaint will not be tolerated. Acts of reprisal against a complainant will not be tolerated.

e. Unit Commanders will establish a similar policy within their units; briefing each Soldier on the provisions and conditions of the policy during the Soldier's Initial Unit Orientation.

5. A copy of this policy will be permanently posted on unit bulletin boards. Unit Commanders will ensure each Soldier is briefed on the provisions and conditions of this policy during the Soldier's initial unit orientation.

LOURDES A. COSTAS  
LTC, AD  
Commanding