DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON HEIDELBERG
UNIT 29237
APO AE 09102-9237

IMEU-HEI-EO 14 April 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison Heidelberg (USAG Heidelberg) Command Policy Memorandum # 05, Equal Opportunity (EO)

1. Reference:

   a. AR 600-20, Army Command Policy, 1 February 2006.

2. The USAG Heidelberg Equal Opportunity (EO) Policy endorses the Army's Equal Opportunity Program and is applicable to all Soldiers, family members, and civilian employees assigned within the geographical area of the USAG Heidelberg.

3. Every Soldier, civilian and their family members will be given full opportunity to develop professionally and socially, based upon their individual merit, capabilities, and fitness. All members of this command have the right to fair and equal treatment, without regard to race, color, religion, gender, or national origin.

4. Discrimination and sexual harassment in any form will not be tolerated. The perception or reality of unequal treatment ultimately undermines unit cohesion and the mission will suffer.

5. I challenge all to promote the following guidelines:

a. Know what constitutes sexual harassment and discrimination. Be aware of current issues concerning equal opportunity.

b. Know how to use the Army's Equal Opportunity Complaint Procedures IAW AR 600-20. Every Soldier, DOD civilian, and their family member have the right to present complaints to the chain of command without fear of intimidation, reprisal, or harassment.

c. Immediately report any violations of known discrimination and/or sexual harassment to their chain of command.

/s/
WILLIE E. GADDIS
Colonel, AV
Commanding

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