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

IMEU-HEI-EO

29 March 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Garrison Heidelberg (USAG Heidelberg) Command Policy Memorandum # 49, Equal Opportunity (EO) Complaint Procedures

1. References:

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

b. USAREUR Regulation 10-20, 9 August 2001, USAREUR Base Operations.

2. Discrimination will not be tolerated within the communities of the USAG Heidelberg. Every Soldier, civilian, and family member of the Garrison has the right to file EO complaints to the chain of command without fear of intimidation, reprisal, or harassment. The EO program is dedicated to ensure that everyone has an avenue to present his or her concerns to the Command.

3. Leaders at all levels will ensure that procedures for obtaining redress of complaints and procedures are in writing, displayed on bulletin boards, and accessible at all times. Complaint procedures will address alleged unlawful discrimination or unfair treatment based on race, national origin, color, gender, and/or religion. Moreover, I strongly encourage the use of the chain of command to resolve EO issues. Alternate agencies, such as the EO Advisor, Inspector General, Chaplain, Provost Marshal, Medical Agency, Staff Judge Advocate, and Housing Referral office are also available for assistance. Regardless of the agency that receives the complaint, the chain of command has the primary responsibility to resolve it or forward it according to regulatory guidance.

4. For additional information concerning complaint procedures, or any equal opportunity (EO) issue, contact the USAG Heidelberg EO office at 373-7995 or the Commanders Sexual Harassment Hotline at 373-7467. Discrimination violates Army values and is contrary to the Army's high standards of professionalism and discipline.

/s/
WILLIE E. GADDIS
Colonel, AV
Commanding

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