



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY CHEMICAL, BIOLOGICAL, RADIOLOGICAL,  
AND NUCLEAR SCHOOL  
3RD CHEMICAL BRIGADE  
495 IOWA AVE  
FORT LEONARD WOOD, MO 65473-8958

ATSN-CBZ

AUG 26 2013

MEMORANDUM FOR 3<sup>rd</sup> Chemical Brigade Personnel

SUBJECT: Command Policy #3, Equal Opportunity and Sexual Harassment Complaint Procedures

1. REFERENCES.

a. AR 600-20, Army Command Policy, 18 March 2008 (Rapid Action Revision 20 September 2012).

b. AR 690-600, Equal Employment Opportunity Discrimination Complaint, 9 Feb 04.

2. PURPOSE. Establish policy and procedures for equal opportunity complaint procedures for 3rd Chemical Brigade.

3. GENERAL.

a. Every member of this command has the right to present complaints alleging acts of unlawful discrimination or sexual harassment without fear of intimidation, harassment, reprisal or retaliation. The chain of command will ensure that complainants are protected from acts of reprisal or retaliation for filing an equal opportunity complaint.

b. I will not tolerate discrimination or sexual harassment in this command. Discrimination and sexual harassment weakens unit cohesion, morale, and esprit de corps and is contrary to our Army values. The EO complaint process is designed to investigate allegations and resolve complaints in a timely manner.

c. I encourage complainants to first use their chain of command for redress of grievances. Many staff offices are available to provide assistance in resolving potential concerns of complainants including Equal Opportunity Advisors, Installation Chaplains, the Inspector General, the Staff Judge Advocate, the Provost Marshal's Office, Criminal Investigation Division, medical agencies, and the Housing Referral Office.

d. Rapid identification and resolution of EO and sexual harassment issues are critical to ensuring unit cohesiveness and maintaining morale which is vital to 3rd Chemical Brigade accomplishing its mission. I expect leaders at all levels to take appropriate action when presented with complaints.

4. PUNITIVE: Violations of the provisions contained in this policy may result in disciplinary action under the Uniform Code of Military Justice (UCMJ). This policy is punitive; failure to comply with the provisions of the paragraphs listed above is punishable under Article 92, UCMJ.

ATSN-CBZ

SUBJECT: Command Policy #3, Equal Opportunity and Sexual Harassment Complaint Procedures

5. PROPONENCY. The proponent for this command policy is the 3<sup>rd</sup> Chemical Brigade Equal Opportunity Advisor at 6-3497.



J.R. DRUSHAL  
COL, CM  
Commanding