



DEPARTMENT OF THE ARMY
U.S. ARMY MANEUVER SUPPORT CENTER OF EXCELLENCE
14000 MSCOE LOOP, SUITE 316
FORT LEONARD WOOD, MISSOURI 65473-8300

ATZT-CG

20 JAN 2016

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy 8, Equal Opportunity (EO)

1. REFERENCES.

- a. AR 600-20 (Army Command Policy), 6 November 2014.
- b. DoD Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), 8 June 2015.
- c. AR 165-1 (Army Chaplain Corps Activities), 23 June 2015.

2. PURPOSE. This policy letter establishes the U.S. Army Maneuver Support Center of Excellence (MSCoE) Equal Opportunity Program (EOP).

3. POLICY AND PROCEDURES.

a. MSCoE will provide equal opportunity and treatment for all military personnel, Family members, and Department of the Army (DA) Civilian employees without regard to race, color, religion, gender, national origin, or sexual orientation. Sexual orientation is defined as homosexuality, bisexuality, or heterosexuality—whether such orientation is actual or perceived—and includes association with another individual of a particular sexual orientation. Sexual orientation is not considered a protected category but a basis of discrimination. Sexual orientation complaints can be addressed through EO, Inspector General (IG), and command channels.” Unlawful discrimination of any form, on or off the installation, will not be tolerated.

b. AR 165-1, paragraph 3-5, states: Chaplains are authorized to conduct religious services, rites, sacraments, ordinance, and other religious ministrations as required by their respective distinctive religious tradition. Chaplains will not be required to perform or participate in religious services, rites, sacraments, ordinance, and other religious ministrations when such participation would be at variance with the tenets of their religion or their endorser policies.

c. I hold all leaders responsible for ensuring fair and equitable treatment, free of threats and reprisal for all Service members, their Families, and DA civilians, living or

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working on the installation. EO and Equal Employment Opportunity (EEO) are standards of our profession that each of us must be committed to full-time.

d. I encourage every member of this command to use their chain of command if they have been the subject of unlawful discrimination. The MSCoE EO staff (equal opportunity advisors) are always available for assistance. Military personnel may use the EO Office to make either formal or informal complaints. The EO Office will refer all civilian cases to the EEO Office for processing.

4. SUPERSESSION. This policy supersedes memorandum, HQ MSCoE, ATZT-CG, 9 June 2014, subject: same as above, and is effective until superseded or revoked.

5. PROPONENT. The proponents of this policy memorandum are the Installation EO Office, 596-0601.



KENT D. SAVRE
Major General, USA
Commanding

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