



DEPARTMENT OF THE ARMY
THE NONCOMMISSIONED OFFICER LEADERSHIP CENTER OF EXCELLENCE
11291 SGT E. CHURCHILL STREET
FORT BLISS, TEXAS 79918-8001

ATSS-CD

JUN 22 2020

MEMORANDUM FOR All Assigned/Attached Personnel, The NCO Leadership Center of Excellence, Fort Bliss, Texas 79918-8002

SUBJECT: Policy Memorandum # 09, Equal Opportunity/Equal Employment Opportunity (EO/EEO)

1. Reference: Army Regulation 600-20, Army Command Policy.
2. Purpose: To publish the Commandant's Equal Opportunity (EO)/Equal Employment Opportunity (EEO) policy.
3. The NCO Leadership Center of Excellence is firmly committed to incorporate the Army's Equal Opportunity Program. The Equal Opportunity Program's philosophy is based on fairness, justice, equality and fair treatment for all assigned/attached military and civilian personnel and family members; regardless to race, religion, color, national origin, gender or sexual orientation. The Equal Opportunity Program includes effort to maximize human potential and ensure fair treatment for all personnel. This policy applies both on and off post, during duty and non-duty hours, and extends to working, living and recreational environments.
4. Equal Opportunity Program is the responsibility of leaders at every echelon. Discrimination, whether real or perceived, will tear down cohesion, morale/discipline and interfere with the mission. Every individual has the right to work in an environment free of discrimination. I expect every leader to adhere to the equal opportunity principles, set the example, and to ensure full compliance with the Army standards in regards to equal opportunity. Leaders at all levels are required to take the appropriate action when allegations of discrimination and/or inequality arise without fear of intimidation, reprisal or harassment.
5. Soldiers/Civilian and family members will be treated with dignity and respect. It is the right of every member of this command to present a discrimination complaint without fear of intimidation, reprisal, or harassment. The chain of command will protect Soldiers/Civilian and family members from acts of reprisal or retaliation for filing an equal opportunity complaint.
6. I will not tolerate any form of discrimination within this command. The EO complaint process is designed to investigate allegations to resolve complaints at the lowest level within a timely manner. If an individual feels discriminated against based on race, color, religion, gender, national origin, or sexual orientation, do not hesitate to report the issue

ATSS-CD

SUBJECT: Policy Memorandum # 09, Equal Opportunity/Equal Employment Opportunity (EO/EEO)

Installation Equal Opportunity Office, Chain of Command, NCOLCoE Chaplain, Installation Chaplains, Inspector General's Office, Legal Assistance Office or the Staff Judge Advocate, Provost Marshal's Office, Criminal Investigation Division's, Medical agencies or the Housing Referral Office. NCOLCoE personnel presenting with a complaint or issue to be resolved through EO/EEO process need to be aware of the following:

a. Any individual who knowingly submits false allegations is subject to punishment under the Uniform Code of Military Justice (UCMJ).

b. Civilian employees with EEO issues/complaints, have the right to bring issues to the attention of the Fort Bliss EEO Office to investigate allegations to resolve complaints at the lowest level. The phone number for the installation EEO office is (915-568-6218).

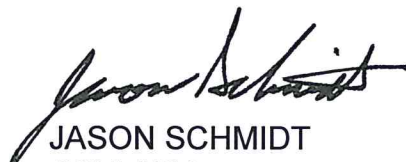
7. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program) provides guidance and implementation procedures for addressing unlawful discrimination, while promoting equal opportunity, diversity, and inclusion. That directive is enclosed to this policy.

8. Commanders will establish a robust EO programs and conduct realistic training per the Consideration of Others Methodology by utilizing a small group, interactive, discussions-based format. At a minimum EO training will be conducted quarterly with two (2) of those quarters being dedicated to SHARP IAW AR 600-20, Army Command Policy, Chapter 6, Para 6-15, mandatory attendance is required to include senior leaders.

9. The Equal Opportunity Staff Office will develop and conduct Equal Opportunity Leader Course and annual EO Senior Leader Seminar.

10. Inquiries regarding the EO policy may be addressed to the NCOLCoE EO Advisor (EOA), the Chain of Command and through my "Open Door Policy".

"Leaders Build Lethality, We Develop Leaders!"



JASON SCHMIDT
CSM, USA
Commandant