



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

ATSS-CD

16 December 2020

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

SUBJECT: Policy Memorandum #19, **Consideration of Others**

1. Reference:

- a. DoDI 6495.02 Sexual Assault Prevention and Response (SAPR) Program Procedures, 11 September 2020.
- b. DODI 6490.16 Defense Suicide Program, 11 September 2020.
- c. DODI 1350.02 Department of Defense Military Equal Opportunity Program, 4 September 2020.
- d. AR 600-20, Army Command Policy, 24 July 2020.
- e. AR 600-63, Army Health Promotion, 14 April 2015.
- f. AR 25-13, Army Telecommunications and Unified Capabilities.
- g. NCOLCoE Policy Memorandum #9, Military Equal Opportunity/Equal Employment Opportunity (EO/EEO).

2. Purpose: To outline the Commandant's commitment to providing fair treatment to every Service member, Civilian, and Family member assigned or attached to the NCO Leadership Center of Excellence. This policy outlines the importance of operating in a harassment free environment and increasing awareness of diversity, inclusion, and suicide prevention, while at work, on official government websites, as well as within the communities we live and work in.

3. Diversity: Today's Army is reflective of the changing Nation we serve. The Army's diversity vision is to be the national leader in embracing the strengths of diverse people in an inclusive environment. This includes investing in and managing talent, valuing individuals and developing culturally astute Soldiers and Civilians who enhance our communities and are prepared for the human dimension of leadership and global engagements. There are many benefits of the Army's diversity efforts, including:

- The opportunity to better understand our Nation's increasingly diverse population and attract the best available talent to fill our Soldier and Civilian ranks.
- Personnel who feel valued are inspired to serve at a higher level and want to remain in the Army.
- Our diversity education and training will enable leaders to create environments that are inclusive of our Soldiers, Civilians, and Family Members, enhancing our ability to develop those who join our ranks and integrate individual talents into mission accomplishment.

A diverse Army does not determine success by a Soldier's or Civilian's appearance, preferences, ideas or beliefs, but rather by what's inside... the abilities, the determination, the courage. Bringing everyone's different attributes and experiences together will enhance our ability to operate globally with a culturally astute Force.

4. Inclusion: Inclusion is the U.S. Army's initiative to improve diversity, equity, and inclusion across the force and build cohesive teams. As directed by the Secretary and the Chief of Staff of the Army, this holistic effort will listen to the Soldiers, Army Civilians and Family Members, and identify practices that inadvertently discriminate. The Army has enacted a range of initiatives, to include training. The training helps to increase deliberate thinking and shift attention from the visual construct and keep the focus on the value that diversity brings. The Army is taking substantive actions to ensure promotion and selection boards are fair and impartial. Project Inclusion incorporate the following measures:

- Updating its Diversity and Inclusion training across the Professional Military Education from the ranks of Private to the General Officers and Senior Executive Service Members.
- Suspending use of the DA photo from all promotion boards beginning August 2020.
- Redacting race, ethnicity, and gender data from both the Officer and Enlisted Record Briefs
- The Army Equity and Inclusion Agency and the Office of the Inspector General will conduct listening sessions in the upcoming weeks visiting Soldiers and Army Civilians based worldwide to converse on race, diversity, equity, and inclusion.
- The Army will conduct an assessment of any possible racial disparity within the Military Justice cases and specifically focus on AWOL, urinalysis, sexual assault, and sexual harassment to determine whether or not there is a trend for bias.

5. Suicide Prevention: The very pinnacle of demonstrating consideration of others is to be cognizant and proactive in our efforts to reduce/eliminate the suicide crisis facing our Soldiers, Veterans, and Family Members. As an integral component of Army's Ready and Resilient Campaign (R2C), the Army Suicide Prevention Program (ASPP)

improves readiness of the Army through the development and enhancement of Army Suicide Prevention Program policies, training, data collection and analysis, and strategic communications designed to minimize these actions. In doing so, we can preserve mission effectiveness through individual readiness and resilience for Soldiers, Army Civilians and Family members. The key elements of the Army's approach are:

- Leaders at all levels, from Senior Mission Commander to squad leader, sustain a visible and active focus on Soldier, Army Civilian, and Family issues impacting resilience and Health of the Force
- Increased emphasis on health promotion, resilience building and risk reduction to promote suicide prevention.
- Improved education, awareness and intervention.
- Enhanced access to quality behavioral health care.
- Increased screening and documentation of risk indicators that may lead to suicide including all traumatic brain injuries.
- Improved leader awareness of high risk behavior.

6. Harassment Prevention: To ensure we provide and maintain a harassment-free environment, requires that we do what is right to prevent abusive treatment of others, whether intentional or unintentional. Failure to recognize the effect our actions may bring to others or the organization brings discredit upon the organization, the Army, and the military profession. This policy prohibits the hazing, bullying, and all forms of harassment of people or their property, including online conduct. It must also be our duty to ensure that emails generated by NCOLCoE personnel in their official capacity from Army communication devices (including but not limited to computers or hand held devices) do not contain slogan, quotes, or other personalized information as part of the official communication. This includes but is not limited to, religious verses or slogans, political activities, violation of property, gambling, support of terrorist, subversive activities, and sexual or other forms of harassment. While our religious beliefs and faith can have the strongest influence on our morals, values, and purpose, it is our responsibility to ensure that the manner in which we communicate doesn't impede on the beliefs of others, to include those with no faith.

7. In summary, I expect all members of this organization to adhere to the provisions of this policy and to always keep upper most in our daily actions the right to every Soldier, Civilian, and Family Member to be treated fairly and not be subject to any of the conduct precluded by this policy.

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8. Point of contact for this policy is the Deputy Commandant, (915) 744-8307.

“Leaders Build Lethality, We Develop Leaders!”

JASON SCHMIDT
CSM, USA
Commandant