



DEPARTMENT OF THE ARMY
UNITED STATES ARMY NONCOMMISSIONED OFFICER ACADEMY
2E SHERIDAN ROAD
FORT BLISS, TX 79916-6501

ATSS-CDA

1 July 2020

MEMORANDUM FOR ALL ASSIGNED/ATTACHED PERSONNEL,
NONCOMMISSIONED OFFICER ACADEMY

SUBJECT: **Equal Opportunity (EO) (Policy Letter #3)**

1. Reference: AR 600-20.
2. It is my policy that all members of the Fort Bliss Noncommissioned Officer Academy and its students live and work in an environment, both on and off post which is free of harassment and discrimination. All Soldiers have the right to fair and unbiased treatment, free of prejudices of race, color, gender, religion, and national origin.
3. I charge all Soldiers attending and/or assigned to the NCO Academy to adhere to this policy. Further, all personnel are encouraged to promote, consistently and continuously, an environment conducive to harmonious relations. My door remains open to address any problems arising from discrimination and/or harassment at all times.
4. It is the right of every member of this command to present a discrimination complaint based on race, color, religion, national origin or gender to the command without fear or intimidation, reprisal, or harassment. The chain of command will protect Soldiers from acts of reprisal or retaliation for filing an equal opportunity complaint. If the complaint cannot be resolved at the lowest level of the Chain of Command it will then elevate up the chain until the problem is resolved. Similarly, Soldiers who submit a false Equal Opportunity complaint, a complaint containing information or allegations that the individual knew to be false, are subject to punishment under the UCMJ.
5. If you believe your unit or school Equal Opportunity Representative has not been fair or fails to comply with Regulations or directives, then the Soldier has the right to present the complaint to the Post Equal Opportunity at 568-1205. When appropriate, individuals should attempt to resolve a complaint by first informing the alleged offender that the behavior must stop. If the behavior continues, advise the command on the specifics of discrimination complaints and provide the command an opportunity to take appropriate action to rectify/resolve the issue. Although the processing of equal opportunity complaints through the chain of command is strongly encouraged, it will not serve as the only channel available to Soldiers and Family Members. Complaint procedures are clearly outlined in AR 600-20, Army Command Policy.

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6. If you believe that the complaint will not be handled fairly at the lowest level or it involves a member of your Chain of Command, then you may present your complaint to the unit or school Equal Opportunity Representative or the Commandant.

Unit EO location: BLDG 2, E WING
Telephone: 915-568-2440
Hours: 0830-1730

7. If you believe your unit or school Equal Opportunity Representative has not been fair or fails to comply with Regulation or directives, then the Soldier has the right to present the complaint to the Post Equal Opportunity at 568-1213.
8. Should a complainant feel uncomfortable in filing a complaint with his/her Chain of Command, or should the complaint be against a member of the Chain of Command, listed below are the agencies that are available to provide assistance in resolving potential concerns of complainants:
 - a. Higher echelon in the Chain of Command
 - b. Equal Opportunity Advisor
 - c. Inspector General
 - d. Chaplain
 - e. Provost Marshal
 - f. Medical Agencies
 - g. Staff Judge Advocate
 - h. Housing Referral Office
9. Soldiers desiring to discuss a complaint or grievance with the Commandant must coordinate through their Chain of Command and the First Sergeant.
10. POC for this memorandum is the undersigned at 568-2440.

MONTAE M. CLARKE
CSM, USA
Commandant