



DEPARTMENT OF THE ARMY
FORT BLISS NONCOMMISSIONED OFFICER ACADEMY
BUILDING 2E SHERIDAN ROAD
FORT BLISS, TEXAS 79916-6501

ATSS-CDA

24 April 2025

MEMORANDUM FOR ALL Assigned/Attached Personnel, NCO Academy, Fort Bliss, Texas 79916-6501

SUBJECT: Policy Letter #3, **Military Equal Opportunity/Equal Employment Opportunity (MEO/EEO)**

1. References:

- a. Army Regulation 600-20, Army Command Policy, dated 6 February 2025.
- b. Army Directive 2025-01 (Rescission of Diversity, Equity, Inclusion and Accessibility Policies and Programs), dated 24 January 2025.

2. Purpose: To establish the Commandant's Military Equal Opportunity/Equal Employment Opportunity (MEO/EEO) policy.

3. The Fort Bliss NCO Academy is deeply committed to the Army's Equal Opportunity Program. It is my policy that all Army employees of the Fort Bliss NCO Academy, and our students live and work in an environment, both on and off post, free of harassment and discrimination. Army employees and applicants for employment are covered by Federal laws and Presidential Executive Orders designed to safeguard them from discrimination and harassment based on race, color, religion, sex, national origin, age (40 or older), disability (mental and physical), genetic information (individual or family medical history), pregnancy, childbirth or related medical conditions, or other non-merit-based factors, and from actions taken in retaliation for protected EEO activity, or that create a "chilling effect" on EEO activity ("per se reprisal").

4. As the Commandant, I am committed to developing and fostering an environment that promotes fair treatment and dignity and respect for all Army employees. These principles enhance the Army's ability to create cohesive teams, leverage the strength of our people, advance opportunity, and optimize talent, enabling the Army to fight and win our Nation's wars. As an integral part of that mission, the Army must protect our own employees from unlawful discrimination, harassment, and retaliation to ensure continued success.

5. These protections extend to all management practices and employment decisions, including recruitment and hiring, performance appraisals, promotions, training, and career development programs. Consistent with these obligations, the NCOA will

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provide reasonable accommodations to qualified employees and applicants for functional limitations caused by disabilities; for known limitations related to pregnancy, childbirth or related medical conditions; and for sincerely held religious beliefs and practices.

6. NCOA employees and students are also protected against retaliation. Consistent with Federal laws, acts of retaliation against an employee or student who engages in protected activity, such as reporting discrimination or harassment or participating in the EEO process, will not be tolerated. The NCOA will take prompt action if an employee or student is subjected to workplace discrimination, retaliation, or harassment (including sexual harassment).

7. We must be diligent in maintaining a workplace free from discrimination, harassment and retaliation. NCOA employees play a critical role and have a responsibility to help prevent and eliminate harassment in the workplace. NCOA employees have a duty not to engage in harassing conduct and should report any such conduct if it occurs. NCOA employees or students who believe that they have been subjected to discrimination, discriminatory harassment, or retaliation should contact their local EEO office. Employees may use their command's Civilian Harassment Prevention and Response Program for reporting harassing behavior that detracts from an efficient workplace but does not necessarily involve an EEO complaint or criminal allegation.

8. If you believe your unit or school MEO Representative has not been fair or fails to comply with the regulations or directives, then the Soldier has the right to present the complaint to the Post Equal Opportunity Representative at (915) 568-1205. When appropriate, individuals should attempt to resolve a complaint by first informing the alleged offender that the behavior is not tolerated and must stop. If the behavior continues, advise the command on the specifics of the discrimination complaints and provide the command an opportunity to take appropriate action to resolve the issue. Although the processing of equal opportunity complaints through the chain of command are strongly encouraged, it will not serve as the only channel available to Soldiers, Civilians, and their family members. Complaint procedures are clearly outlined in AR 600-20, Army Command Policy.

9. Should a complainant feel uncomfortable in filing a complaint with his/her chain of command or should the complaint be against a member of his/her chain of command, the agencies below are available to aid in resolving the potential concerns:

- a. NCOLCoE/Installation EO Advisor
- b. NCOLCoE Chain of Command
- c. Inspector General
- d. NCOLCoE/Installation Chaplain
- e. Provost Marshal's Office

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f. Medial Agencies

g. Legal Assistance Office or the Staff Judge Advocate

h. Housing Referral Office

10. Soldiers desiring to discuss a complaint or grievance with the Commandant must coordinate through their chain of command and the NCOA 1SG.

11. The point of contact for this memorandum is the undersigned at (915) 568-2440.

S. STEVE. GIBBS
CSM, USA
Commandant