



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2D INFANTRY DIVISION
UNIT #15041
APO AP 96258-5041

28 OCT 2016

EAID-CG

MEMORANDUM FOR All 2d Infantry Division Assigned Soldiers

SUBJECT: Policy Letter # 12-1, Equal Opportunity (EO)

1. This policy letter supersedes previous 2ID Policy Letter #12-1 (Equal Opportunity), dated 27 July 2015. It remains in effect until rescinded or superseded.
2. References:
 - a. Department of Defense Directive 1020.02E, dated 8 June 2015.
 - b. AR 600-20, Army Command Policy, dated 6 November 2014.
 - c. Eighth Army Command Policy Letter #12, Equal Opportunity (EO), 1 April 2016.
 - d. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program).
3. This policy letter applies to all 2ID military personnel both on and off post, during duty and non-duty hours, and in working, living, and recreational environments. This policy letter applies to the treatment of all 2ID military personnel and their family members.
4. As the Commander, I am committed to ensure Equal Opportunity is a guiding principle of our military establishment. The diversity of our nation is the strength of our Army as it allows each person to serve the nation to their fullest potential. Equal Opportunity in 2ID is a combat multiplier and improves mission effectiveness. Our nation's security and prosperity depend upon our ability to develop and employ the talents of a diverse population. In support of this, I will not tolerate any discrimination based on race, color, religion, sex, national origin, or sexual orientation, nor tolerate acts of hazing and bullying or other behaviors that undermine the dignity and respect of Soldiers, Family Members, and Civilian personnel.
5. The objective of the program is to ensure all people are treated with dignity and respect. We can only realize this objective through the unified efforts of all 2ID members. Leaders and supervisors at all levels have a personal responsibility in supporting this objective by recognizing and eliminating improper behaviors that violate the 2ID EO policy. Only through teamwork and active leader engagement can we ensure that all people are treated fairly. All personnel, regardless of race, color, religion, sex, national origin, or sexual orientation have the right to carry out their jobs

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and achieve their potential based solely on their capability, merit, and fitness. Our 2ID mission requires trust and unit cohesion, which can be achieved only when individuals know that they are treated fairly and with respect. Violations of the EO policy will not be condoned or tolerated. All 2ID Soldiers will immediately report any violations of this policy letter to the chain of command, EO practitioners, or to the 2ID IG Office as appropriate.

6. Commanders and supervisors will remain proactive in preventing and eliminating discrimination. The EO office provides advice and assistance to the unit; however, the commander is the organization's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues. Complaints should be referred to the chain of command; but they may also be made through an Equal Opportunity Advisor and support agencies, such as the Inspector General, the Provost Marshal, the Chaplain, or the Staff Judge Advocate.

7. Commanders are responsible for maintaining a positive EO climate within their organization. All personnel must remain vigilant and proactive in creating an environment in which everyone is treated with dignity and respect. In doing so, we will have a 2ID team that is always prepared to fight tonight and win.

8. Proponent. The proponent for this policy is the 2ID Equal Opportunity Office. Points of contact are the 2ID Equal Opportunity Program Manager at commercial 010-4765-4952 or DSN 732-6856 or the 2ID Senior Equal Opportunity Advisor at DSN 732-6549.



THEODORE D. MARTIN
Major General, USA
Commanding

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