



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON JAPAN
UNIT 45006
APO AREA PACIFIC 96343-5006

COMMAND POLICY
600-1

IMJN-HHD

18 November 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO)

1. PURPOSE: This letter establishes the policy on EO within the U.S. Army Garrison Japan (USAG-J).

2. APPLICABILITY: This policy applies to all Soldiers and Families.

3. REFERENCE: Chapter 6, AR 600-20, Army Command Policy, 18 Mar 08 (RAR005, 20 Sep 12).

4. POLICY:

a. I am fully committed to ensuring that all Soldiers and Family members in USAG-J are afforded equal opportunities to succeed in this organization. Personnel will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, gender, religion, or national origin. EO is about ensuring fair and equal treatment based solely on merit, fitness and capability. My EO philosophy is based on fairness, justice, and equality for all.

b. Unlawful discrimination is intolerable. All members of this command must know that they will be treated fairly with dignity and respect. I expect every leader and supervisor to create and maintain a positive EO climate free of unlawful discrimination. Should allegations of unlawful discrimination occur, I expect commanders and leaders to refer to the appropriate agency, investigate promptly and thoroughly, take appropriate action, and ensure personnel who file EO complaints are protected from threats or acts of reprisal.

c. The preferred method of handling complaints is through the chain of command. Soldiers and Family members may file complaints with the U.S. Army Japan (USARJ) EO Advisor, Inspector General, Staff Judge Advocate, Chaplain, Provost Marshal Office, medical agencies, housing referral office or the Equal Employment Opportunity office.

d. Our Army's strength relies on its most valuable resource - people. In all that we do, we must show respect for everyone by recognizing their individual needs, aspiration, and capabilities. EO is an integral part of our Army's readiness. I challenge you to make an individual commitment to this policy.

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- e. A copy of this policy will be posted on all EO bulletin boards.
- 5. The proponent for this policy is the USARJ, EO Advisor.
- 6. This command policy supersedes USAG-J Command Policy 600-1, 4 Aug 11.
- 7. This command policy will remain in effect until superseded or rescinded.


JOY L. CURRIERA
COL, AG
Commanding

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