



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON OKINAWA
UNIT 35114
APO AREA PACIFIC 96376-5114

REPLY TO
ATTENTION OF:

COMMAND POLICY
600-1

IMJN-OZA

21 December 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO)

1. REFERENCE: Army Regulation (AR) 600-20, Army Command Policy, 06 November 2014 (RAR 30 October 2014).
2. PURPOSE: To establish the Garrison Commander's policy on EO within the U.S. Army Garrison Okinawa (USAG Okinawa).
3. APPLICABILITY: This policy applies to all personnel, including Soldiers and Family members, USAG Okinawa, and other units or activities attached for the purpose of providing support.
4. POLICY:
 - a. I am fully committed to ensuring that all Soldiers and Family members in the USAG Okinawa are afforded equal opportunities to succeed in the organization. Personnel will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, gender, sexual orientation, 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. This policy applies both on and off post, during duty and non-duty hours. It also applies to working, living, and recreational environments (including both on and off post housing).
 - 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 participate in the EO process 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 10th Support Group

IMJN-OZA

SUBJECT: Equal Opportunity (EO)

Regional (10th SG (R)) EO Advisor, Inspector General, Staff Judge Advocate, Chaplain, Provost Marshal Office, medical agencies, housing referral 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, aspirations, and capabilities. EO is an integral part of our Army's readiness. I challenge you to make an individual commitment to this policy.

e. A copy of this policy will be posted on all EO bulletin boards.

5. The proponent for this policy is the 10th SG (R) Equal Opportunity Advisor at DSN: 315-644-4367.

6. This command policy will remain in effect until rescinded or superseded.

//Original Signed//
LANCE A. O'BRYAN
LTC, FA
Commanding

DISTRIBUTION:

All USAG Okinawa Personnel