



ARMY EQUAL OPPORTUNITY AND DISCRIMINATION POLICY

The Army is committed to developing and maintaining a professional environment in which all individuals are treated with dignity and respect. This includes fostering a policy of equal opportunity and fair treatment for Soldiers and Family members based solely on merit, fitness and capability in support of readiness. This policy applies to both on-post and off-post facilities during duty and non-duty hours.

Soldiers and Family members have the right to participate in and benefit from programs and services for which they are qualified without regard to race, color, gender, religion or national origin. All Army programs and activities will be free from social, personal or institutional barriers that prevent anyone from rising to the highest level of responsibility possible. It is our duty to provide and maintain an environment that fosters mutual respect, dignity and equitable treatment.

Equal Opportunity is a commander's program. Every commander must lead by example. Commanders must understand and be able to identify prohibited discrimination. They must fulfill their obligation to prevent prohibited discrimination and take immediate corrective action, including discipline as appropriate.

Soldiers will not be accessed, classified, trained, assigned, promoted or otherwise managed on the basis of race, color, gender, religion or national origin, except as required by Federal law. Such discriminatory behaviors and practices undermine teamwork, loyalty and the shared sacrifices of the men and women of America's Army.

Soldiers who believe they have been subjected to discrimination should report the matter directly to their chain of command, to their unit Equal Opportunity Program Manager or Equal Opportunity Advisor in accordance with Chapter 6, Army Regulation 600-20, *Army Command Policy*, to the local Inspector General or to the servicing Staff Judge Advocate.

We encourage all members of the Army team to enhance the Army's Readiness by striving for, achieving and maintaining a positive command environment.

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