DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
102 MCNAIR DRIVE
FORT MONROE, VIRGINIA 23651-1047

REPLY TO
ATTENTION OF

ATBO-BE

22 December 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: TRADOC Policy Letter 9, Equal Opportunity Policy

1. Reference AR 600-20, Army Command Policy, chapter 6, 13 May 2002.

2. I am committed to the Army's Equal Opportunity Program and expect the same from all of TRADOC's military and civilian personnel, especially commanders, supervisors, and leaders.

3. Equal Opportunity is a responsibility of leadership and a function of the command. Discrimination, whether real or perceived, can destroy cohesion, undercut morale and discipline, interfere with mission accomplishment, and have a negative impact on unit readiness. Every individual has the right to work in an environment free of discrimination. Discrimination will not be condoned or tolerated in this command.

4. Commanders and leaders will establish and sustain a workplace climate that fosters fairness, dignity, and respect, and eliminate discriminatory attitudes, behaviors, and practices adversely affecting TRADOC's ability to accomplish its mission.

5. Encourage individuals desiring to file discrimination complaints to use their chain of command first to resolve their complaints. Alternative means and resources are also available, including Equal Opportunity Advisors, Installation Chaplains, the Inspector General, Staff Judge Advocate, Provost Marshal, Criminal Investigation Division, medical agencies, and the Housing Referral Office. Commanders, managers, and leaders must protect anyone filing a complaint alleging unlawful discrimination from acts or threats of reprisal and retaliation.

6. Our Soldiers and civilian employees are professionals. With all they contribute to the TRADOC team, each member deserves nothing less than equal opportunity and fair treatment.

7. This policy is effective for 2 years from the published date.

WILLIAM S. WALLACE
General, U.S. Army
Commanding

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