



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST CAVALRY DIVISION
FORT HOOD, TEXAS 76544-5000



COMMAND POLICY LETTER

AFVA-CG

19 June 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter EO-02, 1st Cavalry Division Policy on Human Relations and Equal Opportunity.

1. REFERENCE:

a. DoD Directive 1020.02E, Department of Defense Diversity and Inclusion Management Program, 8 June 2015.

b. Army Regulation 600-20, Army Command Policy, Chapters 6, Appendix D, Rapid Action Revision (RAR) issue date: 6 November 2014

2. APPLICABILITY. This policy applies to all personnel assigned or attached to the 1st Cavalry Division.

3. POLICY.

a. The First Team will provide an environment of dignity and respect and fair treatment for all personnel assigned or attached to the 1st Cavalry Division without regard to race, color, sex, religion, sexual orientation, and national origin. I am also committed to providing an environment free of sexual harassment. We will accomplish these goals supported by Commanders at all levels and implemented through the Human Relations and Equal Opportunity (HR/EO) Programs.

b. Leaders at all levels will create a positive command climate and set conditions to eliminate improper behavior and violations of Army policy. The HR/EO program objectives for all 1st Cavalry Division units will focus on the following:

c. Take active measures to prevent incidents of discrimination and unequal treatment within the command. This includes a unit level policy that enhances Soldiers awareness through training and active command involvement and information sharing.

d. Take immediate action when allegations of discrimination and unequal treatment within the command. This includes a unit level policy that enhances Soldiers awareness through training and active command involvement and information sharing.

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- (1) Eliminate acts of discrimination, intimidation, offensive behavior, offensive language, verbal abuse, and sexual harassment. These acts inherently destroy teamwork, mutual respect, loyalty, and the shared sacrifices of the men and women of the 1st Cavalry Division.
- (2) Strengthen teamwork and relations between members of the 1st Cavalry Division by routinely reinforcing dignity and respect for others.
- (3) Increased readiness by personal development through fair treatment for all based on merit, fairness, and capability.

Commanders are HR/EO Officers for their unit and will create a sustained and comprehensive effort to maximize human potential. All commanders will clearly articulate the high standards of conduct expected, personally model these standards, and take appropriate action when incidents of discrimination or harassment occur. Members of the chain of command will safeguard the rights of every individual to receive fair and just treatment. The chain of command will be well-informed of the HR/EO policy and procedures and will exemplify the values of dignity and respect. Commanders will also assign a primary and alternate unit EOL in accordance with AR 600-20 and ensure this Soldier is an EOLC graduate and on appointment orders.

4. The 1st Cavalry Division Equal Opportunity Office is the point contact for assistance with EO complaints. The contact number is 254-287-9269 or at DSN: 738-9269.



MICHAEL A. BILLS
Major General, U.S. Army
Commanding

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