



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 69TH AIR DEFENSE ARTILLERY BRIGADE
56021 TEDESCO WAY
FORT HOOD, TX 76544

AFVL-LBC

22 July 2011

MEMORANDUM FOR RECORD

SUBJECT: 69th ADA Brigade Commander Policy Letter 2, Equal Opportunity

1. I oppose discrimination in any form and fully support the standards established by the Department of the Army IAW AR 600-20 regarding Equal Opportunity. I am committed to upholding the Army EO standards and have a zero tolerance for offenders. This policy applies both on and off base, during duty and non-duty hours, and to working, living and recreational environments.
2. The US Army of today has achieved its greatness through a strong emphasis on Equal Opportunity for its Soldiers and our Families. However, all of us must be active in seeking out and eliminating discriminatory practice in our units and in the civilian community. Unfair practices based on race, national origin, color, religious preference, or gender, destroy the teamwork we in the Army seek to achieve and will not be tolerated. This philosophy is based on fairness, justice, and equality and is best implemented through the promotion of programs that enhance unit cohesion; prevent, address, and correct discriminatory practices; prevent reprisal for those who file a complaint; and take appropriate action with those who violate the Army's policy.
3. The chain of command is the primary channel for correcting discriminatory practices and communicating Equal Opportunity matters throughout the brigade. Commanders and leaders at all levels, regardless of gender, are directly responsible for developing, sustaining and ensuring a healthy Equal Opportunity climate exists for the Soldiers under their control. The EO Program is a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability.
4. As the Brigade Equal Opportunity Officer, I am open to all members of this command to help in resolving EO issues that cannot be handled within the normal command channels. Equal Opportunity equals readiness! This policy applies to all who are assigned or attached to this brigade, to include DoD civilian employees. It is directive in nature. Thus, commanders will ensure Soldiers and DoD employees assigned to their command understand this policy as all Soldiers and employees are subject to punitive action if violated.
5. A copy of this letter will be posted on all unit bulletin boards.
6. "GUARDING THE SKIES!"

A handwritten signature in black ink that reads "Randall A. McIntire" with a stylized flourish at the end.

RANDALL A. MCINTIRE
COL, AD
Commanding