

Personnel - General
FORT HOOD AFFIRMATIVE ACTION PLAN

HISTORY. This supersedes Fort Hood Regulation 600-26 dated 1 June 1993.

SUMMARY. This regulation presents goals and objectives for III Corps and Fort Hood (FH) staff sections and major subordinate commands (MSCs).

APPLICABILITY. This regulation applies to Headquarters, III Corps and Fort Hood staff elements and MSCs. In the event of full mobilization, requirements of this regulation remain in effect.

REQUIREMENTS IMPACTING ON MSC COMMANDERS. Requirements which impact on MSC commanders are located at blocks 2(b) and 3(b) in this regulation.

SUPPLEMENTATION. Supplementation of this regulation is prohibited without prior approval from the Assistant Chief of Staff (ACofS), G1, Equal Opportunity Office, AFZF-GA-EO.

CHANGES. Changes to this regulation are not official unless they are authenticated by the Directorate of Information Management. Users will destroy interim changes on their expiration dates unless sooner superseded or rescinded.

SUGGESTED IMPROVEMENTS. The proponent of this regulation is the III Corps, ACofS, G1, Equal Opportunity Office. Users are invited to send comments and suggested improvements to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO, Fort Hood, Texas 76544-5063.

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GENERAL

Purpose	<p>This Affirmative Action Plan (AAP)</p> <ul style="list-style-type: none"> • provides guidance for the effective implementation of equal opportunity (EO) programs and • sets forth EO program goals and objectives for III Corps and Fort Hood staff sections and MSCs. 	1a
References	<p>AR 20-1 (Inspector General Activities and Procedures) AR 25-30 (The Army Integrated Publishing and Printing Program) AR 350-1 (Army Training) AR 600-20 (Army Command Policy) AR 680-29 (Military Personnel-Organization and Type of Transaction Codes) DA Pamphlet 600-26 (The Department of the Army Affirmative Action Plan) DOD Directive 1350.2 (The Department of Defense Equal Opportunity Program) DOD Instruction 1350.3 (The Department of Defense Affirmative Action Planning and Assessment Process) FORSCOM Circular 600-94-1 (FORSCOM Affirmative Action Plan) Command Policy Number 2 (Equal Opportunity Policy) Command Policy Number 3 (Sexual Harassment Policy)</p>	1b
Abbreviations and Terms	<p>Special terms and abbreviations used in this regulation are listed in the glossary.</p>	1c
Objectives	<p>The objectives of the III Corps and Fort Hood AAP are</p> <ul style="list-style-type: none"> • identify and establish <ul style="list-style-type: none"> • goals, • responsibilities, and • policies that support the EO program. • assess EO. • execute the program within the chain of command. • assign affirmative action responsibilities to Commanders and III Corps and Fort Hood staff principals. • develop leaders who are sensitive to the elements of racial, gender, and religious discrimination for the purpose of eliminating <ul style="list-style-type: none"> • discrimination, • sexual harassment, or • the perception that they exist. 	

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Objectives
(continued)

- strengthen the chain of command.
- encourage a high degree of discipline and cohesion in support of improved readiness.

1d

RESPONSIBILITIES

2

III Corps
Principal
Staff Officers

- Specified Corps/Garrison staff officers will
- be proponents for specific actions directed in the AAP, Appendix A.
 - develop individual plans to support affirmative action goals.

2a

ACofS, G1

- Assistant Chief of Staff (ACofS), G1 will
- have general staff responsibility for this AAP .
 - be proponent for specific actions directed in Appendix A.
 - ensure the plan is executed by III Corps staff sections and MSCs.

2b

MSC
Commanders

- MSC commanders will
- make sure that an AAP is developed at each unit down to, and including, brigade level.
 - be proponents of affirmative actions contained in this regulation.
 - submit AAP for review to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

2c

REPORTING REQUIREMENTS

3

III Corps
Staff
Officers

- Specified Corps/Garrison staff officers will submit quarterly and annual EO Statistical Principal Narrative reports (RCSCSGPA-1471 (R1)) to
- Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO as required in Appendix A.

3a

MSC
Commanders

- MSC commanders will submit
- feeder reports in accordance with (IAW) requirements of III Corps/Garrison staff officers.
 - a quarterly EO Complaint Report (FORSCOM Form 1028-R, not later than (NLT) the 10th of the month following the end of the quarter.
 - an annual narrative and statistical report of affirmative action progress and shortfalls for the fiscal year (NLT 10 October) to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

3b

ACofS, G1

ACofS, G1 will

- coordinate revision and update of the AAP as required.
- submit quarterly EO Complaints Report (FORSCOM Form 1028-R) as required.
- submit annual assessment of the AAP.
- submit an annual narrative and statistical report as required.

3c

Reports

Reports generated by this AAP are to reflect the following ethnic/gender categories

- Ethnic - White, Black, Hispanic, Asian/ Pacific American, Native American, and Other.
- Gender - Male and Female.
- Individuals not identified as White, Black, Hispanic, Asian/Pacific American or Native American will be considered as "Other" for reporting purposes.

NOTE: Ethnic designators in AR 680-29 will not be used for AAP reporting purposes. The term REDCAT in this regulation refers to Racial and Ethnic Designation Categories outlined in AR 680-29.

3d

Appendix A
AFFIRMATIVE ACTIONS

GENERAL

A-1

Goals

Goals are intended to be

- realistic and
- achievable with
 - measurable prospects for attainment.

Goals are not

- ceilings,
- base figures reached at the expense of requisite qualifications and standards, or
- quotas.

A-1a

Responsibility for Goal Development

Goal development or affirmative action goal accountability will be with the

- commander,
- staff principal, or
- functional manager
 - who has the resource and authority to control or influence the outcome.

A-1b

ASSESSMENT AND COMMUNICATION

A-2

Annual AAP Assessment

Proponent

- ACofS, G1

Objective

- evaluate the effectiveness of the III Corps AAP.

Affirmative Actions

- prepare and submit the annual assessment to appropriate commanders and staff principles.
- use appropriate assessment means to provide a comprehensive evaluation.

Goal

- present an
 - accurate,
 - balanced, and

(continued on next page)

Annual AAP
Assessment

- objective
- appraisal.

Milestone

- submit an annual assessment to FORSCOM, ATTN: FCAG-EO, by 15 November using the format in Appendix B.

Basis of Goal

- Department of Defense (DOD) Instruction 1350.3 and AR 600-20.

A-2a

Public
Affairs
Office

Proponent

- Chief, Public Affairs Office

Objective

- increase awareness of the EO program efforts.

Affirmative Action

- publish articles in support of EO to internal and external audiences.
- promote the use of nonsexist language in information releases to include
 - photography,
 - cartoons, and
 - visual media.

Goals

- increase understanding of AAPs.
- develop and distribute news releases on significant developments in EO.

Milestone

- Provide quarterly report NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-2b

Chaplain
Complaint
Reporting

Proponent

- Garrison Chaplain
-

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**Chaplain
Complaint
Reporting**

Objective

- provide the III Corps EO Office with information on the types of complaints received by all Fort Hood Chaplains.

Affirmative Action

- provide accurate numerical data of all counseling involving sexual harassment, and discrimination based on
 - race,
 - color,
 - gender,
 - religion, and
 - national origin.

Goal

- maintain weekly significant activity report reports on sexual harassment, and discrimination based on
 - race,
 - color,
 - gender,
 - religion, and
 - national origin.

Milestones

- report quarterly using FORSCOM Form 379-R NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-2c

FORCE COMPOSITION

A-3

**Officer and
Enlisted**

Proponent

- Adjutant General

Objective

- determine the population distribution of III Corps and Fort Hood assigned personnel by REDCAT and gender.

Affirmative Action

- report the composition of III Corps and Fort Hood for officers, warrant officers, and enlisted soldiers by REDCAT and gender.

(continued on next page)

Officer and
Enlisted
(continued)

Goal

- reduce the number of unknowns in the database.

Milestone

- report quarterly using the format in Appendix C NLT the 10th of the month following the end of the quarter to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-3a

Command
Assignments

Proponent

- ACofS, G1

Objective

- provide qualified officers an equal opportunity to compete for and receive command assignments.

Affirmative Action

- monitor and report the number of officers in company and battalion level command assignments by REDCAT and gender.

Goal

- maintain comparable assignments to the overall population of eligibles on FH.

Milestone

- report quarterly using the format in Appendix D NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-3b

Battalion XO
and S3
Assignments

Proponent

- ACofS, G1

Objective

- provide qualified officers an equal opportunity to be placed in challenging and career enhancing positions.

Affirmative Action

- monitor and report the number of battalion executive officer and S3 assignments by REDCAT and gender.

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Battalion XO
and S3
Assignments

Goal

- maintain comparable assignments to the Fort Hood population of eligibles.

Milestone

- report quarterly using the format in Appendix D NLT the 10th of the month following the end of the quarter to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-3c

PROFESSIONAL MILITARY EDUCATION

A-4

NCOA

Proponent

- Command Sergeant Major (CSM), Noncommissioned Officer's Academy (NCOA)

Objective

- provide qualified soldiers an equal opportunity for attendance and graduation at NCOA courses.

Affirmative Action

- maintain database for soldiers who enroll in and complete courses taught at the III Corps and Fort Hood NCOA by REDCAT and gender.
- maintain attendance and graduation rates for each category comparable to the overall population of eligibles. Where disparities exist, the cause should be determined.

Goal

- provide soldiers an equal opportunity to attend and complete the required career progression schools.

Milestone

- report quarterly using the format in Appendix E NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-4a

Leadership
Growth
Course (LGC)

Proponent

- ACofS, G1

(continued on next page)

Leadership
Growth
Course (LGC)
(continued)

Objective

- attain a proportionate representation by REDCAT and gender for attendees at the III Corps and Fort Hood LGC.

Affirmative Actions

- monitor LGC attendees from each MSC by REDCAT and gender.

Goal

- maintain similar attendance at LGC to the overall population of eligibles.

Milestone

- provide feedback as needed to commanders when minorities and women are carrying a disproportionate share of EO program accountability.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-4b

ENLISTED SEPARATIONS/RETENTIONS

A-5

Enlisted
Retentions

Proponent

- AG

Objective

- provide qualified soldiers an equal opportunity to reenlist.

Affirmative Actions

- maintain a system for monitoring reenlistments in each category (first-term, mid-term and career) and
- maintain a system for monitoring numbers of bars and waivers to reenlistment by
 - REDCAT, and
 - gender.
- where disparities exist, the cause should be determined.

Goal

- maintain reenlistments in each category similar to the rate for the overall population of eligibles.

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Enlisted Retentions (continued)

Milestone

- report quarterly using the format in Appendix F NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-5b

IMPLEMENTATION OF EQUAL OPPORTUNITY PROGRAM

A-6

Inspector General Action Requests

Proponent

- Inspector General

Objective

- assess the level of success achieved by the chain of command in dealing with incidents or perceptions of discrimination and sexual harassment.

Affirmative Action

- maintain a data base for requests for assistance that originate as EO or sexual harassment complaints.

Goal

- maintain programs and policies for a more viable affirmative action program.

Milestone

- report quarterly NLT the 10th of the month following the end of the quarter to Commander III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-6a

Housing

Proponent

- Director of Public Works

Objective

- eliminate discrimination against DOD personnel on the basis of

- race,
- color,
- religion,
- national origin,
- gender,
- age,
- physical disability, or
- familial status in

- obtaining housing accommodations either on or off post.

(continued on next page)

Housing
(continued)

Affirmative Actions

- monitor off-post housing complaints by REDCAT and gender.
- process appropriate administrative or disciplinary actions against those occupants of government quarters who violate regulations/community standards.

Goal

- prevent discrimination in housing for soldiers and their families.

Milestones

- report housing discrimination complaints quarterly NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-6b

AWARDS PROGRAM

A-7

Service and
Performance
Awards

Proponent

- AG

Objective

- provide equal treatment when considering soldiers for awards.

Affirmative Actions

- monitor trends in the distribution of service and achievement awards to include the number of approved, disapproved, and downgraded of the
 - Legion of Merit,
 - Meritorious Service Medal,
 - Army Commendation Medal, and
 - Army Achievement Medal by
 - REDCAT and
 - gender.

Goal

- maintain comparable award distribution rates, by REDCAT and gender, to the total population of eligibles.

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Service
Performance
Awards
(continued)

Milestones

- report quarterly using the format in Appendix G NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-7a

MILITARY DISCIPLINE

A-8

Judicial and
Nonjudicial
Punishments

Proponent

- Staff Judge Advocate

Objective

- provide equal consideration in the administration of
 - judicial and
 - nonjudicial punishments.

Affirmative Actions

- monitor the total number of actions in
 - Articles 15 (formal and summarized) and
 - courts-martial (by REDCAT and gender).
- review trends in the type of action(s) imposed by category of offense within each
 - REDCAT and
 - gender.

Goal

- eliminate discrimination in the treatment of soldiers.

Milestones

- provide statistical results quarterly using the format in Appendix H NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.
- provide a trend analysis of punishments annually by 10 October to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-8a

Involuntary Separations

Proponent

- Staff Judge Advocate

Objective

- provide equal treatment for soldiers when involuntary separation options are subjectively applied.
- maintain a system for monitoring discharges by
 - character of discharge (chapters 10, 13, and 14 of the Universal Code of Military Justice,
 - REDCAT, and
 - gender.
- where disparities exist, attempt to determine the cause.

Goal

- To ensure that all soldiers are treated equitably.

Milestone

- report quarterly using the format in Appendix H NLT the 10th of the month following the end of the quarter to Commander, III Corps & Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 and AR 600-20.

A-8b

Indiscipline

Proponent

- Provost Marshal

Objective

- Identify the number of crimes committed against property, crimes of violence, and drug abuse offenses by identified offenders.

Affirmative Action

- Review offender data to identify trends and monitor composition by REDCAT and gender of soldiers apprehended for crimes of violence, crimes against property, and drug abuse offenses.

Goal

- To provide additional information for review of discipline and justice issues.

Milestone

(continued on next page)

-
- Indiscipline end (continued) • report quarterly using the format in Appendix I NLT the 10th of the month following the end of the quarter to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3 .

A-8c

Confinements Proponent

- Provost Marshal

Objective

- To report Confinement Facility population.

Affirmative Action

- Review population of Confinement Facility by REDCAT and gender to identify trends and monitor changes in Confinement Facility.

Goal

- REDCAT and gender composition of Confinement Facility population should be comparable to "identified offender" composition.

Milestone

- report quarterly using the format in Appendix J NLT the 10th of the month following the end of the quarter to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- DOD Instruction 1350.3

A-8d

SERGEANT AUDIE MURPHY CLUB

A-9

Sergeant Audie Murphy Club Proponent

- Command Sergeant Major

Objective

- Ensure that minorities and women have an equal opportunity for club membership.

Affirmative Action

- Collect, analyze, and maintain statistics on soldiers recommended and selected for membership into the Sergeant Audie Murphy Club
- Ensure minorities and women are being appointed as voting members of selection boards.

(continued on next page)

Sergeant Audie
Murphy Club

Goal

- Ensure local selection boards are administered IAW FORSCOM Circular 215-95-10.

Milestone

- Review board proceedings and results and report quarterly using the format in Appendix K NLT the 10th of the month following the end of the quarter to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO.

Basis of Goal

- FORSCOM Circular 215-95-10.

A-9a

Appendix B
ANNUAL NARRATIVE AND STATISTICAL REPORT

OFFICE SYMBOL (600-20a)

MEMORANDUM FOR COMMANDER, III CORPS AND FORT HOOD, ATTN: AFZF-GA-EO, FORT HOOD, TEXAS 76544-5056

SUBJECT: Annual Narrative and Statistical Report on Equal Opportunity Progress

1. This report is submitted in accordance with applicable portions of references _____ for the period 1 October 19__ through 30 September 19__.
2. Assessment/analysis of EO condition:
3. General analysis of local conditions:
 - a. Overall assessment:
 - b. The assessment/analysis provided is based on a review of the following:
 - (1) Affirmative Action Plan Goals:
 - (2) Equal Opportunity Complaints:
 - (3) Training:
 - (4) Staff Assistance Visits:
 - (5) Climate Assessment Surveys:
 - (6) Assignment/Utilization of Equal Opportunity Advisors:
 - (7) Ethnic Observances:
4. Equal Opportunity Staffing, Organizations Relationship, and Command Distribution:
 - a. EO Staffing:
 - b. Organizational Relationship:
 - c. Command Distribution:
 - (1) Statistical breakout of officers by REDCAT, grade, and gender percentages.
 - (2) Statistical breakout of warrant officers by REDCAT, grade, and gender percentages.
 - (3) Statistical breakout of enlisted by REDCAT, grade, and gender percentages.
 - (4) Statistical breakout of the total command distribution by REDCAT, grade, and gender percentages.
5. Goals not met and why.
6. Suggestions for improving the Equal Opportunity program beyond the control of your headquarters.

Commander's

Signature Block

Appendix C
FORCE COMPOSITION FORMAT

POPULATION	WHITE		BLACK		HISPANIC		A/NA		API/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

Appendix D
COMMAND ASSIGNMENTS FORMAT

	WHITE		BLACK		HISPANIC		A/NA		A/P/I		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
KEY POSITIONS: CDR														
2LT-CPT (CO)														
MAJ-LTC (BN)														
COL-HIGHER (BDE)														
TOTAL														
KEY POSITIONS: S3														
2LT-1LT (CO)														
MAJ (BN)														
LTC (BDE)														
TOTAL														
KEY POSITIONS: S3														
CPT-MAJ (BN)														
MAJ-LTC (BDE)														
TOTAL														

Appendix E
NONCOMMISSIONED OFFICER ACADEMY (NCOA) FORMAT

	WHITE		BLACK		HISPANIC		A/NA		API/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENROLLMENT														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
GRADUATED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
DROPPED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

SECRET

Appendix F
ENLISTED RETENTIONS / BARS TO REENLISTMENT FORMAT

	WHITE		BLACK		HISPANIC		A/NA		A/P/I		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
RETENTION: FIRST TERM ELIGIBLE														
PVT-SPC														
SGT-SSG														
TOTAL														
RETENTION: FIRST TERM REENLISTED														
PVT-SPC														
SGT-SSG														
TOTAL														
RETENTION: MID TERM ELIGIBLE														
PVT-SPC														
SGT-SSG														
TOTAL														
RETENTION: MID TERM REENLISTED														
PVT-SPC														
SGT-SSG														
TOTAL														
RETENTION: CAREERIST ELIGIBLE														
SFC-SGM														
TOTAL														
RETENTION: CAREERIST REENLISTED														
SGT-SSG														
SFC-SGM														
TOTAL														
BARS TO REENLISTMENT														
PVT-SPC														
SGT-SSG														
SFC-SGM														
TOTAL														

Appendix G
AWARDS FORMAT (ARMY ACHIEVEMENT MEDAL)

	WHITE		BLACK		HISPANIC		A/NA		AP/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AWARDS: AAM APPROVED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
AWARDS: AAM DOWNGRADED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
AWARDS: AAM DOWNGRADED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

Appendix G, AWARDS FORMAT (ARMY COMMENDATION MEDAL) (continued)

	WHITE		BLACK		HISPANIC		A/NA		AP/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AWARDS: ARCOM APPROVED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
AWARDS: ARCOM SA/PROVED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
AWARDS: ARCOM DOWNGRADED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

Appendix G, AWARDS FORMAT (MERITORIOUS SERVICE MEDAL) (continued)

	WHITE		BLACK		HISPANIC		AINA		AP/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AWARDS: MSM APPROVED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
AWARDS: MSM DISAPPROVED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														
AWARDS: MSM DOWNGRADED														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

Appendix H
INVOLUNTARY SEPARATIONS AND JUDICIAL/NONJUDICIAL FORMAT

	WHITE		BLACK		HISPANIC		A/NA		A/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
UCMJ: ARTICLE 16 (SUMMARIZED)														
ENLISTED TOTAL														
UCMJ: ARTICLE 16 (FORM)														
ENLISTED														
OFFICER														
TOTAL														
UCMJ: SUMMARY COURTS-MARTIAL														
ENLISTED TOTAL														
DISCHARGES: CHAPTER 13s														
PVT-SPC														
SGT-SSG														
SFC-SGM														
TOTAL														
DISCHARGES: CHAPTER 14s														
PVT-SPC														
SGT-SSG														
SFC-SGM														
TOTAL														

Appendix I
INDISCIPLINE FORMAT

	WHITE		BLACK		HISPANIC		A/NA		A/P/I		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CONFINEMENTS														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

Appendix J
CONFINEMENTS FORMAT

	WHITE		BLAC		HISPANIC		A/NA		API/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CONFINEMENTS														
PVT-SPC														
SGT-SSG														
SFC-SGM														
WO1-CW5														
2LT-CPT														
MAJ-LTC														
COL-HIGHER														
TOTAL														

Appendix K
SERGEANT AUDIE MURPHY CLUB FORMAT

	WHITE		BLACK		HISPANIC		AINA		API/PI		OTHER		TOTAL	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NOMINATED														
SGT														
SSG														
SFC														
TOTAL														
SELECTED														
SGT														
SSG														
SFC														
TOTAL														

 Glossary

 ABBREVIATIONS

AAP	Affirmative Action Plan	LGC	Leadership Growth Course
ACofS	Assistant Chief of Staff	MSC	major subordinate command
DA	Department of the Army	NCOA	Noncommissioned Officer's Academy
DOD	Department of Defense	NLT	not later than
EO	Equal Opportunity	REDCAT	Racial Ethnic Designation Code
FORSCOM	Forces Command		
IAW	in accordance with		

 TERMS

Affirmative Actions

Measures designed to correct the effects of discriminatory policies and practices; prevent personal and institutional discriminatory policies; and provide career development and upward mobility for all qualified personnel, regardless of race, color, national origin, religion, or gender.

Affirmative Action Plan

A management document which contains actions that identify and measure plan areas for potential inequities and directs corrective efforts where appropriate.

discrimination

Illegal treatment of a person or group based on race, color, religion, national origin, or gender.

equal opportunity

Equal evaluation, treatment, and consideration based on merit, fitness, and capability.

goal

A desired outcome based on realistic, measurable prospects for attainment.

milestone

Time-based planning targets which the proponent strives to attain.

objective

The general end to be attained with the accomplishment of supporting milestones.

REDCAT

Race and Ethnic group Designation Category (White, Black, Hispanic, American Indian/Alaskan Native, Asian/Pacific Islander, Other).

The proponent of this regulation is the ACofS, G1

FOR THE COMMANDER:



DANIEL R. ZANINI
BG, GS
Chief of Staff

SCOTT T. LOFGREN
LTC, SC
DOIM

DISTRIBUTION:
IAW Fort Hood Form 1853, S
10 Ea Corps MSC
Plus: AFZF-IM-ISD-SBP (10)
AFZF-GT-Reference Library (2)
AFZF-GA-EO (50)

Objectives (continued)	<ul style="list-style-type: none"> • strengthen the chain of command. • encourage a high degree of discipline and cohesion in support of improved readiness. 	1d
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RESPONSIBILITIES

2

III Corps Principal Staff Officers	<p>Specified Corps/Garrison staff officers will</p> <ul style="list-style-type: none"> • be proponents for specific actions directed in the AAP, Appendix A. • develop individual plans to support affirmative action goals. 	2a
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ACofS, G1	<p>Assistant Chief of Staff (ACofS), G1 will</p> <ul style="list-style-type: none"> • have general staff responsibility for this AAP . • be proponent for specific actions directed in Appendix A. • ensure the plan is executed by III Corps staff sections and MSCs. 	2b
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MSC Commanders	<p>MSC commanders will</p> <ul style="list-style-type: none"> • make sure that an AAP is developed at each unit down to, and including, brigade level. • be proponents of affirmative actions contained in this regulation. • submit AAP for review to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO. 	2c
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REPORTING REQUIREMENTS

3

III Corps Staff Officers	<p>Specified Corps/Garrison staff officers will submit quarterly and annual EO Statistical Principal Narrative reports (RCSCSGPA-1471 (R1)) to</p> <ul style="list-style-type: none"> • Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO as required in Appendix A. 	3a
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MSC Commanders	<p>MSC commanders will submit</p> <ul style="list-style-type: none"> • feeder reports in accordance with (IAW) requirements of III Corps/Garrison staff officers. • a quarterly EO Complaint Report (FORSCOM Form 1028-R, not later than (NLT) the 10th of the month following the end of the quarter. • an annual narrative and statistical report of affirmative action progress and shortfalls for the fiscal year (NLT 10 October) to Commander, III Corps and Fort Hood, ATTN: AFZF-GA-EO. 	3b
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