



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS UNITED STATES ARMY FORCES COMMAND  
1777 HARDEE AVENUE SW  
FORT MCPHERSON GA 30330-1062

**APR 13 2007**

**AFPE-EO**

**MEMORANDUM FOR COMMANDERS, MAJOR SUBORDINATE COMMANDS/UNITS  
REPORTING DIRECTLY TO FORSCOM**

**SUBJECT: US Army Forces Command (FORSCOM) Equal Opportunity –  
Complaint Procedures**

- 1. Reference AR 600-20, Army Command Policy, chapters 6 and 7, Appendix D, 7 June 2007.**
- 2. I enthusiastically support the goals and objectives of the Department of Defense's Equal Opportunity (EO) Program. I am confident commanders and leaders at all levels will provide military personnel, family members, and Department of the Army civilians an environment free of unlawful discrimination and offensive behavior, thus ensuring that each individual is afforded an opportunity to achieve their full potential in support of the FORSCOM mission.**
- 3. I will not tolerate discrimination or sexual harassment in this command. Discrimination and sexual harassment weakens unit cohesion, morale, and esprit de corps and is contrary to Army values. The EO complaint process is designed to investigate allegations and resolve complaints in a timely manner. If you feel sexually harassed or discriminated against based on race, color, national origin, gender, or religion, do not hesitate to report the issue, in accordance with, AR 600-20, Appendix D.**
- 4. I encourage complainants to use their chain of command first for redress of grievances. Many staff offices are available to provide assistance in resolving potential concerns for complaints, including Equal Opportunity Advisors, Installation Chaplains, Inspector General, Staff Judge Advocate, Provost Marshal's Office, Criminal Investigation Division, medical agencies, and the Housing Referral Office.**
- 5. Discrimination and sexual harassment affect readiness at all levels within the command. I challenge commanders to embrace the Equal Opportunity Program**

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**and foster an environment that demands human dignity and worth for all  
individuals regardless of race, gender, national origin, religion, and color.**

A handwritten signature in black ink, appearing to read "Charles C. Campbell", with a large, sweeping flourish at the end.

**CHARLES C. CAMPBELL  
General, USA  
Commanding**

**CF:  
FORSCOM CHIEFS, PRIMARY AND SPECIAL STAFF AGENCIES  
FORSCOM HEADQUARTERS EMPLOYEES**