



REPLY TO  
ATTENTION OF

AFPE-EO

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

APR 13 2007

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

**SUBJECT: The Army Equal Opportunity Program**

1. Reference AR 600-20, Army Command Policy, chapters 6, 7 and Appendix D, 7 June 2007.
2. I am totally committed to equal opportunity and the Army Equal Opportunity Program. We cannot practice, condone, or tolerate discrimination and sexual harassment. This command will provide equal opportunity and fair treatment to all personnel and family members without regard to race, color, religion, gender, or national origin, and to provide an environment free of sexual harassment, prejudice, verbal abuse, discrimination, insensitivity, offensive behavior and thoughtlessness.
3. This policy applies to both on post and off post facilities. This policy also applies to working, living and recreational environments including on and off post housing.
4. We must protect all personnel and family members from reprisal or retaliation for filing complaints. No Soldier or employee may take or threaten to take unfavorable personnel actions, or to withhold a favorable personnel action, in reprisal against any person for filing a complaint. Should a Soldier be threatened with such an act, or if such an act should occur, he or she must report these circumstances to the Inspector General. If an allegation or reprisal is made known to any agency authorized to receive complaints, in accordance with Army Command Policy, Appendix D, the agency will refer the complaint to the Inspector General.
5. Every Commander, Director, and Supervisor will set the appropriate example with regard to Equal Opportunity and will take appropriate actions to create and sustain an effective program by eliminating discriminatory behaviors and practices that undermine teamwork, mutual respect, loyalty and shared sacrifice of the men and women of America's Army.

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

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