

# PHANTOM SIX COMMAND POLICY

NUMBER  
EO-02

AFZF-EO

7 FEB 03

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Program

1. REFERENCE. AR 600-20, Chapter 6, Army Command Policy, 13 May 2002.
2. APPLICABILITY. This policy applies to all III Corps subordinate commands and Partners in Excellence organizations/activities, regardless of location, as well as their family members, civilian employees, and contract personnel.

3. POLICY.

a. I am fully committed to the Department of Defense and the United States Army Equal Opportunity Program. Every member of this command will have an opportunity to achieve their full potential based solely on their abilities, merits, and qualifications. Our mission requires the essential elements of mutual trust and unit cohesion. These essential elements can only be achieved when individuals are confident that fair treatment and respect for their capabilities exists.

b. I will not tolerate discrimination based upon race, color, gender, religion, or national origin. Everyone in this command has a responsibility to promote a positive Equal Opportunity climate that supports readiness and unit cohesion. Leaders and supervisors at all levels are responsible for acknowledging and eliminating improper behavior and violations to this policy.

c. Commanders will be the EO Officers for their units and will create and sustain a comprehensive effort to maximize human potential. I want commanders to clearly announce to their command the high standards of conduct they expect, and take appropriate action when incidents of discrimination or harassment occur. Every member of the chain of command will safeguard the right of every soldier and their family members to receive fair treatment. I expect the chain of command to be well informed of EO policies and procedures, teach and maintain the values of respect, and to always set the example.

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d. I expect commanders and department/activity chiefs to be proactive in helping soldiers resolve EO issues in a timely manner. Teaching and maintaining Army values, especially respect, will go a long way toward preventing environments where we fail to offer our personnel equal opportunities. Assistance is also available from the Equal Employment Opportunity, Inspector General, Staff Judge Advocate, and Chaplain's Office.

4. EXPIRATION. This Phantom Six Command Policy Memorandum supersedes the 20 Nov 01 policy and will remain in effect until superseded or rescinded.



THOMAS F. METZ  
Lieutenant General, USA  
Commanding

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IAW FH Form 1853: A  
1 Each III Corps MSC