



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, U.S. ARMY GARRISON FORT WAINWRIGHT
1060 GAFFNEY ROAD #6000
FORT WAINWRIGHT, ALASKA 99703-6000

IMPC-FWA-ZA

09 NOV 2011

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity (Garrison Policy #3)

1. Equal Opportunity is the right of an individual to be evaluated on fitness and merit, without regard to race, gender, color, national origin, or religion. This issue is personally important to me and I am committed to the principles of Equal Opportunity. I will neither tolerate nor condone any act of discrimination or harassment.
2. Commanders are the Equal Opportunity Officers for their units. I expect commanders to be thoroughly familiar with AR 600-20, Army Command Policy, and to empower their Equal Opportunity Representatives to do their jobs. Equal Opportunity is an inseparable part of sound leadership. Fair treatment of all Soldiers, Civilians, and Family members promotes quality of life, and provides an environment in which personnel can perform to their maximum ability.
3. Trained Equal Opportunity Representatives in each unit must be proactive and use officer and NCO leadership development training and unit training times to ensure maximum awareness. Commanders will conduct, at a minimum, one hour-long Consideration of Others session for all assigned and attached personnel per quarter. At least one of these sessions must be on prevention of sexual harassment, and one must be on another Equal Opportunity topic. This training should be interactive, discussion based, and conducted at the small group level.
4. I encourage complainants to seek assistance in resolving an EO violation from the chain of command whenever possible. Complainants will also have free access to the Garrison Equal Opportunity Advisor, USARAK Equal Opportunity Office, Inspector General, Staff Judge Advocate, Chaplain, and Provost Marshal. A twenty-four hour USARAK Equal Opportunity Hotline is available at 384-6340. Commanders, leaders, and supervisors will ensure that any person filing a complaint is free from restraint, interference, coercion, discrimination, or reprisal.
5. EO complaints may be presented verbally or in writing. Unit EO representatives and EO advisors are available to any soldier who desires additional training on how and where to file an EO complaint and how to identify unlawful discrimination or sexual harassment.
6. I expect commanders, managers, supervisors, and leaders to use all authority and skill available to ensure equality in opportunity for all of our Soldiers, DA Civilians, and Family members.
7. This policy supersedes Garrison Policy #3, SAB, dated 4 Jun 09.


RONALD M. JOHNSON
COL, SF
Commanding

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