



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY CADET COMMAND AND FORT KNOX
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KENTUCKY 40121-5123

REPLY TO
ATTENTION OF

ATCC-EO

OCT 11 2018

MEMORANDUM FOR

Commanders, Fort Knox Partners in Excellence
Commanders, All Units Reporting Directly to this Headquarters
Deputy Chiefs of General Staff and Chiefs of Special Staff Offices, HQ USACC

SUBJECT: Policy Letter 2 – Equal Opportunity Program

1. References:

- a. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
- b. Department of Defense (DoD) Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), 8 June 2015.
- c. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program), 14 October 2015.
- d. Army Directive 2016-35 (Army Policy on Military Service of Transgender Soldiers), 7 October 2016.

2. The U.S. Army Cadet Command and Fort Knox has a proud heritage of maintaining a diverse workforce united by excellence and common service to our nation. I am fully committed to the concepts, policies, and objectives of the Army's Equal Opportunity (EO) program which ensure equal treatment and opportunity for every individual based solely on merit, fitness, and capability.

3. This command will ensure equal opportunity and fair treatment for all Soldiers and their Families without regard to race, color, religion, sex (including gender identity), sexual orientation and or national origin. This policy applies to both on and off-post activities. I am equally committed to ensuring that Soldiers and their Family members are not subjected to reprisal for engaging in protected EO activity or for opposing discrimination in the workplace.

4. Commanders serve as the EO Officers for their units. All commanders are responsible for implementing EO policies that are inherent parts of all personnel management policies, procedures, practices, and actions that impact employment, assignments, promotions, training, and professional development. Commanders will promote the EO program in conjunction with efforts to achieve a diverse workforce through actively participating in the identification and elimination of barriers that impede the realization of equal opportunity.

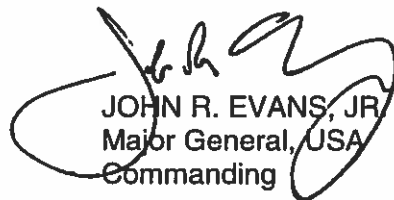
5. Discriminatory practices are unacceptable in this command. Our mission requires the essential elements of mutual trust and unit cohesion. These elements can only be achieved when individuals are confident that fair treatment and respect for their capabilities exist.

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6. We must commit to treating each individual fairly, with dignity and respect. By our affirmative action, we will foster a climate in which diversity is appreciated and equal opportunity is realized. This environment is critical to successfully carrying out our mission.

7. The proponent for this policy is the Equal Opportunity office at 502-624-3565.



JOHN R. EVANS, JR.
Major General, USA
Commanding