



REPLY TO  
ATTENTION OF

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

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 3 – Equal Opportunity Complaint Procedures**

**1. References:**

- a. Army Regulation 600-20 (Army Command Policy), Chapter 6 and Appendix C, 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. I want all Soldiers, Family members and DA Civilians, to know that I am committed to ensuring their Equal Opportunity (EO) complaints will be addressed in a prompt and professional manner. The EO complaints processing system addresses complaints which allege discrimination or unfair treatment on the basis of race, color, religion, national origin, sex (including gender identity) or sexual orientation. Soldiers, Family members and DA Civilians who believe they have been discriminated against have the right to file a complaint. Our Soldiers, Family members and DA Civilians have the additional right to thorough and expedient investigations of their grievances when they perceive an injustice, incident, or unfair treatment. The chain of command will ensure complainants and witnesses are protected from acts or threats of intimidation, harassment, or reprisal. I expect leaders at all levels to take appropriate action when presented with complaints.

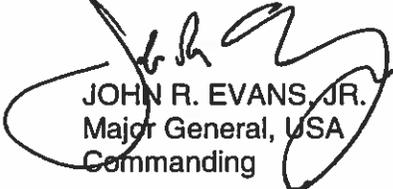
3. Unlawful discrimination will not be practiced, condoned, or tolerated. If you believe you have an EO complaint, I recommend you inform your chain of command to provide them the first opportunity to resolve the issue. Although the processing of EO complaints through your chain of command is encouraged, it will not serve as the only channel available to resolve complaints. Other alternative agencies available to assist in resolving complaints include the Equal Opportunity Office, Chaplain, Inspector General, Staff Judge Advocate, Provost Marshal, Medical Agencies, and the Housing Referral Office.

ATCC-EO

SUBJECT: Policy Letter 3 – Equal Opportunity Complaint Procedures

4. Any person wanting to file an EO complaint will immediately contact the Cadet Command and Fort Knox EO Office at (502) 624-3565/3510, or DSN 464-3565/3510. Commanders at all levels will work to establish and sustain a healthy command climate.

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



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