



Reply to
Attention of:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION (MECHANIZED) AND FORT CARSON
BUILDING 1435, WETZEL AVE.
FORT CARSON, CO 80913-4145

COMMAND POLICY
EO--01

AFYB-CG

JAN 31 2012

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort Carson Equal Opportunity (EO) Program

1. Treating others with value and worth and expecting the same from those around you is fundamental to professional relationships built on mutual respect and trust. Offensive and discriminatory behavior within our ranks corrodes teamwork, weakens readiness, and destroys morale. I am fully committed to ensure fair treatment and equal opportunities for all persons based on merit, fitness and capability and to provide an environment free of unlawful discrimination and offensive behavior. This policy applies to all Fort Carson units, commands, activities, and personnel, whether assigned or attached to Fort Carson.
2. I expect every leader to ensure that all U.S. military personnel and Civilian employees assigned or attached to their organization clearly understand and abide the Department of Defense's and the Army's Equal Opportunity (EO) and Equal Employment Opportunity (EEO) programs. Unlawful discrimination based on race, color, gender, religion, and national origin (including age and disability for Civilian employees) will not be tolerated. Every member of the Division and Fort Carson will set the standard by treating others with dignity and respect. We accomplish this by making it our personal and professional business to lead by example while seeking solutions that prevent discriminatory or offensive behavior.
3. Servicemembers and Civilian employees who perceive or experience instances of alleged unlawful discrimination or offensive behavior are encouraged to address their concerns with their chain of command, supervisor or unit Equal Opportunity Leader/Advisor (EOL or EOA) or the Fort Carson EEO Office. The goal is to handle issues/concerns at the lowest appropriate level of command.
4. Commanders and supervisors will actively manage their EO programs to sustain a climate that is inclusive, healthy and contributes to unit readiness and mission success. Retaliation and reprisal against the filing of an EO complaint will not be tolerated.
5. The 4th Infantry Division Equal Opportunity (EO) Office is the proponent for this program and can be contacted at 719.526.4304/4305. The Equal Employment Opportunity (EEO) Office for Civilian employee concerns can be contacted at 719.526.4413/0294.

JOSEPH ANDERSON
Major General, USA
Commanding

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