



DEPARTMENT OF THE ARMY
HEADQUARTERS, 4TH INFANTRY DIVISION AND FORT CARSON
6105 WETZEL AVENUE, BLDG 1435
FORT CARSON, COLORADO 80913-4289

AFYB-CG

13 -10- 2017

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General's Equal Opportunity Program

1. References.

- a. Army Regulation (AR) 600-20, Army Command Policy, Chapter 6, 6 November 2014.
- b. Army Directive (AD) 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.
- c. AD 2016-35, Army Policy on Military Service of Transgender Soldiers, 7 October 2016.
- d. FORSCOM Commanding General Policy Memo 2, Equal Opportunity (EO) Program, 14 March 2017.
- e. III Corps Commanding General's Policy Letter # 14, Equal Opportunity (EO) Program and Complaint Procedures, 5 June 2017.

2. Applicability.

- a. This policy applies to all military personnel, active or reserve, assigned or attached to 4th Infantry Division and Fort Carson units, tenant activities, regardless of location, as well as their Family members and Civilian employees.
- b. This policy applies both on and off post, and during duty and non-duty hours. It further applies to working, living, and recreational environments including on and off-post housing and online.
- c. Civilian employees' protections are governed by the Army's Equal Opportunity Employment Program. They should reference my EEO Policy Letter, and the Garrison Policy Letter #3, Equal Employment Opportunity. The garrison policy can be found at http://www.carson.army.mil/EEO/sub_pages/policies.html.

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3. Purpose. To ensure every 4ID and Fort Carson service member, Family member, and Civilian has the opportunity to reach his or her potential free of unlawful discrimination or offensive behavior.

4. Policy.


a. I am firmly committed to ensuring fair and equal treatment for all Fort Carson service members, Family members and Civilian employees based on merit, fitness, and capability. I fully support the EO Program and direct the same level of support from subordinate commanders.

b. It is 4ID and Fort Carson Policy that unit commanders provide equal opportunity and fair treatment to all military personnel, Family Members, and Civilian employees without regard to race, color, religion, national origin, sex (including gender identity), or sexual orientation, and an environment free of discrimination, prejudice, verbal abuse, insensitivity, offensive behavior, and thoughtlessness.

c. Every commander, director, supervisor and leader will set the example with regard to EO and will take appropriate action to create and sustain an effective program by eliminating behaviors and practices that undermine teamwork, mutual respect, and loyalty. Leaders must proactively communicate, educate, and train the members of their commands to ensure maximum awareness of this policy.

5. Proponent. The 4th Infantry Division EO Office is the proponent for this program and can be contacted at 719-526-4305/4304. The EEO Office handles the concerns of civilian employees and can be contacted at (719) 526-9673/5818.

6. Expiration. This policy will remain in effect until superseded or rescinded.



RANDY A. GEORGE
Major General, USA
Commanding

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