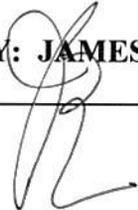


POLICY OR PRECEDENT

SUBJECT
Equal Opportunity Policy

DATE 30 July 2015

POLICY NUMBER	ORIGINATING SECTION	ORIGINATOR	PHONE #
73-4	AOJK-EO	MSG NORWOOD	2-9296

APPROVED BY:  **JAMES B. LINDER, Major General, USA, COMMANDING**

SYNOPSIS:

1. **PURPOSE:** To establish U.S. Army John F. Kennedy Special Warfare Center and School (USAJFKSWCS) policy for Equal Opportunity.
2. **SCOPE:** This policy applies to all military personnel (active and reserve), their Family members, and Department of the Army Civilian employees who are assigned, attached, or on temporary duty to the United States Army John F. Kennedy Special Warfare Center and School to include all HQ USAJFKSWCS Directorates, and Special Staff Offices.
3. **GENERAL:**
 - a. The USAJFKSWCS will provide equal opportunity and fair treatment to all military personnel, their Family members, and DA Civilian employees without regard to race, color, religion, gender, sexual orientation or national origin. Unlawful discrimination and sexual harassment will not be practiced, condoned, or tolerated in this command.
 - b. Leader and supervisor commitment at all levels is a critical factor in maintaining and enforcing an environment of dignity and respect among our personnel.
 - c. Developing trust and confidence through open communication, education, and training are the essential elements in promoting teamwork, unit cohesion, and combat readiness.
 - d. Commanders, supervisors, or managers will not prevent any Soldier, their family members, or DA civilian employee from using the EO complaint system (refer to Complaint Process policy letter). My intent is to resolve issues at the lowest possible level within the organization without fear of threats, retribution, or reprisals.
 - e. When a formal EO complaint is filed, the commander has 72 hours to provide a description of the allegation to the first General Courts-Martial Convening Authority (GCMCA) in the chain of command.

PRESCRIBING DIRECTIVE: AR 600-20, Army Command Policy, Chap 6, 06 NOV 2014

DISTRIBUTION:
G5

OTHER POLICIES AFFECTED:
None

- f. Commander will use the Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCS) for the survey component of their command climate assessments.
- g. Company or equivalent - level commanders will conduct a unit climate assessment using the command climate survey within 30 days of assuming command, followed by a subsequent assessment 6 months later, another assessment 12 months after assuming command and annually thereafter.
- h. Battalion and above or equivalent - level commanders will conduct a unit climate assessment using the command climate survey within 60 days of assuming command (120 days for RC and NG units) and annually thereafter.
- i. Any unit with less than 30 assigned personnel will conduct its command climate assessment with the higher headquarters or another company-level unit within the command.
- j. Equal Opportunity Leaders (EOLs) play a vital role in this Command's Equal Opportunity Program. EOLs will assist commanders at the battalion level and below in carrying out the EO Program within their units. Commanders will appoint and train an EOL who is a member of the commander's staff and holds the rank of SSG or higher.