



DEPARTMENT OF THE ARMY
U.S. ARMY COMBINED ARMS SUPPORT COMMAND AND FORT LEE
2221 ADAMS AVENUE
FORT LEE, VIRGINIA 23801-2102

CASCOM POLICY 18-18
OCT 26 2018

ATCL- CG

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Army Combined Arms Support Command and Fort Lee Equal Opportunity Policy

1. References:

- a. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
- b. Army Directive 2013-29 (Army Command Climate Assessments).
- c. Prioritizing Efforts-Readiness and Lethality (Update 6)

2. This policy applies to all military and civilian personnel assigned or attached to the Combined Arms Support Command (CASCOM). Diversity in today's Army is reflective of the changing Nation we serve. The Equal Opportunity (EO) program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness. I support and I am committed to the concepts, policies and objectives of the Army's EO Program based on fairness, justice, and equity. I expect all CASCOM leaders to ensure a workplace for our Service Members, their Families, and Department of the Army (DA) Civilians, that is free from discrimination and harassment based on race, color, national origin, gender, religion and sexual orientation.

3. I am strongly committed to ensuring discrimination does not exist in our policies, practices, or actions and expect no less than complete support by all within CASCOM. Successful mission accomplishment is dependent upon an environment where diversity is respected, policies and procedures are transparent, inclusion is practiced, and all team members are treated with dignity and respect. Everyone will be treated fairly with dignity and respect, therefore, no one assigned or attached to CASCOM will be subjected to unlawful discrimination, unfair treatment, or harassment of any nature.

4. Commanders, leaders, and supervisors should encourage Service Members to first use their chain of command to resolve their concerns and complaints. Leadership will ensure that anyone seeking to file an EO complaint is protected from acts or threats of reprisal or retaliation.

5. Equal Opportunity training is centered on a comprehensive education program in CASCOM. All Service Members and DA Civilians assigned or attached to CASCOM

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and Fort Lee will complete EO or Equal Employment Opportunity (EEO) training as applicable.

6. Commanders at company level or higher will conduct command climate assessments IAW Army Directive 2013-29 and Prioritizing Efforts-Readiness and Lethality (Update 6). Command climate assessment results will be briefed to higher command and a copy of the report will be maintained on file at the Fort Lee Installation EO Office. Commanders will develop an EO action plan and provide timely feedback to their command that addresses climate strengths and weaknesses.

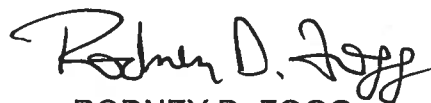
7. Commanders will encourage members of the military community to contribute and participate in the planning, implementation and conduct of Ethnic Observances. These observances are intended to educate and enhance cross-cultural awareness among all Service Members, their Families, and DA Civilians.

8. CASCOM is equally committed to fostering an environment of EEO to the many civilian employees in support of the command's mission. Each General Schedule (GS) employee will be treated fairly with dignity and with the utmost respect. Processing of complaints by civilian employees will be in accordance with AR 690-600 (Equal Employment Opportunity Discrimination Complaints) and AR 690-12 (Equal Employment Opportunity and Diversity).

9. This policy is in effect until superseded or rescinded.

10. GS employees can contact the EEO office at Fort Lee at (804) 734-6835/6669 and at Fort Jackson at (803) 751-4935/5443, if further assistance is required.

11. The POC for this Policy Letter is the Installation Equal Opportunity Office at (804) 734-6601.



RODNEY D. FOGG
Major General, U.S. Army
Commanding

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