



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY GARRISON BAVARIA  
UNIT 28130  
APO AE 09114-8130

JUL 25 2016

IMBA-EO

MEMORANDUM FOR All USAG Bavaria Military and Civilian Personnel, and Family Members

SUBJECT: USAG Bavaria Policy Letter #10, Equal Opportunity (EO)

1. References:

- a. Army Regulation 600-20, Army Command Policy.
- b. Army in Europe Command Policy Letter 1, Equal Opportunity.
- c. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoD.
- d. DoDD 7050.6, Military Whistleblower Protection.

2. The USAG Bavaria's goal is to provide an environment free from personal, social and institutional barriers which allows all personnel the opportunity to rise to the highest possible level or responsibility.

3. Equal Opportunity is an essential element of readiness at all levels of command and contributes to unit cohesion and mission accomplishment. A work environment that promotes equal opportunity and fair treatment for all Soldiers, Civilian employees, and Family members is vital to the accomplishment of the mission.

a. Everyone in our great organization has talents that can assist our community in accomplishing our mission of training Soldiers and improving work quality and productivity. Discrimination adversely impacts performance and hinders career development. Additionally, discrimination destroys a unit's morale and cohesion. Anyone who discriminates or tolerates discrimination may be subject to disciplinary action. Valuing diversity starts with the individual; it starts with you.

b. Acts of prejudice and discrimination, whether resulting from subconscious bias or deliberate intent, are indications of insensitivity and unfairness and are detrimental to our organization and our mission. Commanders, supervisors, and all other leaders must work as a team to eliminate bias and promote a healthy organizational climate to motivate and maintain a well-disciplined workforce.

c. In accordance with DoD Directive 7050.6, Department of the Army personnel are prohibited from taking acts or threats of reprisal against any Soldier or Civilian employee

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for filing a complaint of discrimination. Withholding or threatening to withhold a favorable personnel action is also prohibited.

d. As commanders and leaders, we are directly responsible for maintaining a climate free of discrimination, harassment and intimidation. Such inappropriate behavior will not be practiced, condoned, or tolerated. Encourage personnel to use the chain of Command, EO advisors, Equal Employment Opportunity managers, chaplains, judge advocates, the Inspector General, and other community resources to report and take action against inappropriate behavior.

4. As the USAG Bavaria Commander, I fully support the Army's policy of equal opportunity based solely on merit, fitness, and capability. I expect all leaders to ensure the equal and fair treatment of all personnel without regard to race, color, religion, sex, sexual orientation, or national origin, and to provide an environment free from unlawful discrimination and offensive behavior.

5. POC for this policy is the USAG Bavaria EOA Office at 475-7215.



LANCE C. VARNEY  
COL, IN  
Commanding