



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 #11, Equal Opportunity (EO) Complaint Procedures

1. References:

- a. AR 600-20, Army Command Policy.
- b. Army in Europe Command Policy Letter 2, Processing Equal Opportunity Complaints.
- c. DoDD 1020.02E, Diversity Management and Equal Opportunity in the DoD.
- d. DoDD 7050.6, Military Whistleblower Protection.

2. The defense of the United States requires a well-trained volunteer force, military and civilian, active and reserve. To provide such a force, the DoD will intentionally position itself to be an organization of choice by providing opportunities for all DoD personnel to rise to the highest level of responsibility that their abilities allow. The DoD will maximize the productive capacity of those recruited, hired, retained, and promoted through diversity and inclusion.

3. A successful organization must have a robust and effective equal opportunity (EO) program. For the program to be effective, commanders must promptly investigate all complaints of alleged discrimination or unfair treatment based on color, national origin, race, religion, sex, or sexual orientation to ensure compliance with AR 600-20, appendix C.

4. All Soldiers, Civilians, and Family members are entitled to have their grievances heard. Discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty and shared sacrifices are not tolerated within this command. We will always work to create and sustain an effective working and living environment for all.

- a. If you experience discrimination based on race, color, sexual orientation, religion, sex, or national origin, I strongly encourage you to notify your chain of command immediately. Historically, the use of the chain of command, whether starting at your

IMBA-EO

SUBJECT: USAG Bavaria Policy Letter #11, Equal Opportunity (EO) Complaint Procedures

immediate supervisor or using a commander's open door policy, works to effectively resolve complaints.

b. If you feel that your chain of command is part of the problem or do not desire to use your chain of command, a variety of options are available. Installation activities, such as the EO Office, Provost Marshal, Inspector General's Office, Staff Judge Advocate's Office, Chaplain's Office, Medical Facilities, and the Chief of Community Housing are capable of taking a complaint and ensuring the appropriate commander receives your complaint.

c. You have the right to file either an informal or a formal complaint. An informal complaint is any complaint that you do not wish to file in writing. Informal complaints are typically those issues that can be resolved through discussion, problem identification, and clarification of the issues. A formal complaint is filed in writing using DA Form 7279 and must be filed within 60 days of the date of the alleged incident.

d. In accordance with DoD Directive 7050.6, Department of the Army personnel are prohibited from making threats or performing acts of reprisal against any Soldier for filing a discrimination complaint. Withholding or threatening to withhold a favorable personnel action is also prohibited.

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



LANCE C. VARNEY
COL, IN
Commanding