



DEPARTMENT OF THE ARMY
5TH BATTALION, 5TH AIR DEFENSE ARTILLERY REGIMENT
3416 BABCOCK ROAD
FORT SILL, OKLAHOMA 73503

AFVL-RJB-BC

17 June 2025

MEMORANDUM FOR ALL PERSONNEL

SUBJECT: Policy Letter 2: Equal Opportunity (EO)

1. References, Army Command Policy, 24 July 2020
2. Policy. I am committed to ensure Equal Opportunity is a guiding principle of our profession. Equal Opportunity in 31st Air Defense Artillery Brigade is a combat multiplier and improves mission readiness. In support of this, we will not tolerate discrimination based on race, color, religion, sex (gender identity), national origin, or sexual orientation, and I expect the same for all leaders at echelon within in the brigade.
3. This policy letter applies to all military personnel both on and off post, during duty and non-duty hours, and in working, living, and recreational environments.
4. We must ensure all Soldiers and Civilians are treated with dignity and respect. Leaders at all levels have personal responsibility in supporting this objective. All personnel, regardless of race, color, religion, gender, national origin, or sexual orientation have a right to achieve their full potential based solely on their merit. Violations of the EO policy will not be tolerated.
5. Commanders and supervisors will be proactive in eliminating discrimination. The EO office provides advice and assistance to units; however, the commander is the organization's EO officer, and is responsible for maintaining a positive EO climate within the organization. The chain of command is the preferred channel for resolving EO issues. EO complaint procedures are outlined in 31st ADA policy letter #3.
6. Proponent. The proponent for this policy is the 31st ADA Brigade Equal Opportunity Office. Point of contact is the Brigade Equal Opportunity Advisor at 580-558-1090.

DEWAYNE L. DEENER
LTC, AD
Commanding