



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY FIRES CENTER OF EXCELLENCE AND FORT SILL  
455 MCNAIR AVE, SUITE 100  
FORT SILL, OKLAHOMA 73503

22 Jan 2021

ATZR-C

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CG Policy Memorandum #5A, Trust, Teamwork and Cohesion – EO

1. Reference.
  - a. Army Regulation 600-20, Army Command Policy, 24 July 2020.
  - b. Department of Defense (DoD) Directive 1020.02E, Diversity Management and Equal Opportunity in the DoD, 8 June 2015.
  - c. Army Directive 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program, 14 October 2015.
2. The Fires Center of Excellence and Fort Sill adheres to Army Equal Opportunity Compliant Procedure policies. This memorandum serves as the Fires Center of Excellence and Fort Sill policy for EO Complaint Procedures – it applies to all members assigned or attached here, on or off duty, and on or off post.
3. Trust, the foundation of Teamwork and Cohesion, is essential in any organization. Even in training, our lives are frequently in the hands of our fellow Soldiers. All Soldiers at the Fires Center of Excellence and Fort Sill will live the Army Values and the Soldier's Creed. We always treat others with dignity and respect. You are a professional, a professional athlete warrior in a profession of arms, bearing your national colors every day – be proud; train and act like one.
4. Our goal is that the EO complaint procedure ensures EO complaints are addressed in a fair and effective manner. EO complaints, both formal and informal, address issues that allege sexual harassment, unlawful discrimination or unfair treatment on the basis of race, color, national origin, religion, sex or sexual orientation. Attempts should always be made to solve EO complaints at the lowest level.
5. Fires Center of Excellence and Fort Sill Soldiers work to prevent any form of prejudice or harassment. If they hear or see it going on, they quickly intervene to correct the situation and, if appropriate, report it up the chain of command. Or they report it to the alternate agencies of Equal Opportunity, Inspector General, Religious Services, Provost Marshal, Medical agency, Staff Judge Advocate, or Housing.

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6. Although addressing EO complaints through the chain of command is advised, it will not serve as the only channel to resolve complaints. Commanders ensure that anyone can present an EO complaint without fear of threats, intimidation, or adverse action. Reprisal against an individual with an EO or sexual harassment complaint will not be tolerated.

7. The ability to effectively address EO complaints in a fair manner enhances trust in our organization. Trust, Teamwork and Cohesion are essential to our readiness and a positive quality of life. Fires Center of Excellence and Fort Sill leaders will ensure that our command climate at all levels sustains these three important concepts.

8. This CG Policy Memorandum supersedes CG Policy Memorandum, ATZR-C, 18 January 2020, subject: Equal Opportunity (EO) Complaint Procedures Policy, CG Policy Memorandum #18-09.

9. The point of contact is the Equal Opportunity office at (580) 442-6968, Building 4700 room #459. The office hours are 0900-1700.



KENNETH L. KAMPER  
Major General, USA  
Commanding

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