



**DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, US ARMY GARRISON FORT SILL
462 HAMILTON ROAD, SUITE 120
FORT SILL OK 73503-1340**

AMIM-SIG-ZA (600-20a1)

14 October 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Equal Opportunity (EO) Program, GC Policy Memorandum 22-10

1. Reference Army Regulation 600-20 (Army Command Policy).
2. Policy. As Commander for the United States Army Garrison, Fort Sill, I am fully committed to the Army Equal Opportunity Program for all personnel assigned or attached to this command. I am personally committed to ensuring everyone a command climate that treats all members on the basis of fitness, merit, and capability without regard to any unlawful discrimination based on race, color, sex (gender identity), sexual orientation, religion, or national origin. I challenge each Soldier, Family member, and DA Civilian to take an active role in ensuring the success of this program. It is to everyone's benefit that we live, work, and socialize in harmony with one another.
3. Commanders, leaders, and supervisors are responsible for acknowledging and eliminating improper behavior and violations to this policy. All leaders are to ensure personnel under their direction receive fair treatment based solely on merit, fitness, and capability, and are not subjected to discriminatory practices or reprisal. Our mission requires the essential elements of mutual trust and unit cohesion. These essential elements can only be achieved when individuals are confident that fair treatment and respect for their capabilities exists.
4. In conjunction with the Equal Opportunity Program, military personnel must reject participation in extremist organizations and activities. Involvement in these organizations threatens the good order and discipline of this command and will not be tolerated.
5. Discrimination based upon race, color, sex (gender identity), sexual orientation, religion, or national origin is contrary to good order and discipline. Military personnel who violate this policy may be subject to UCMJ action.
6. I strongly encourage the reporting of discrimination based upon race, color, sex (gender identity), sexual orientation, religion, or national origin through the chain of command or the Fort Sill Equal Opportunity office in room 459 of Building 4700 or by phone at 580-442-4108 or 580-483-6648.

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7. Commanders will examine any allegations of discrimination thoroughly and promptly. Commanders will ensure all unit personnel are prohibited from taking any actions that might discourage Soldiers or family members from filing a complaint or seeking assistance to resolve an equal opportunity grievance. Assigned personnel are prohibited from taking or threatening to take any actions of reprisal against any individual seeking redress through, or cooperating with, the Equal Opportunity Office, Inspector General, or Law Enforcement. This does not preclude commanders from taking action against Soldiers who file fraudulent complaints or give false statements.
8. Any commander, or Equal Opportunity Leader, who receives a complaint, regardless of the category or EO relevance, will, within 24 hours, contact the Fort Sill Equal Opportunity office for guidance and assistance in resolving the complaint.
9. This GC Policy memorandum supersedes GC Policy Memorandum, 20-10, Commander's Equal Opportunity (EO) Program, GC Policy Memo 20-10, 16 October 2020.
10. The proponent of this policy is the EO Office, (580) 442-4108.



JAMES H. B. PEAY IV
COL, FA
Commanding

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