



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 2<sup>nd</sup> INFANTRY DIVISION  
Unit #15041  
APO AP 96258-5041

REPLY TO  
ATTENTION OF:

EAID-CG

FEB 28 2012

MEMORANDUM FOR All 2nd Infantry Division Assigned Soldiers and Civilians

SUBJECT: Policy Letter #12-2, Equal Opportunity (EO)

1. This policy letter supersedes previous 2ID Policy Letter #19 (Equal Opportunity), dated 11 July 2006. It remains in effect until rescinded or superseded.
2. References:
  - a. DoD Directive 1350.2, Defense Military Equal Opportunity (MEO) Program, 18 August 1995 (Certified current as of 21 November 2003 and incorporating Change 1 as of 7 May 1997).
  - b. AR 600-20, Army Command Policy, Chapter 6, The Equal Opportunity Program in the Army, 18 Mar 08, (incorporating Rapid Action Revision 004, 4 Aug 11).
  - c. USFK Command Policy Letter #1, Equal Opportunity (EO), 17 October 2011.
  - d. EUSA Policy Letter #1, Equal Opportunity (EO), 3 November 2011.
3. This policy letter applies to all 2ID military and civilian personnel and their family members.
4. Ensuring Equal Opportunity is a guiding principle of our military establishment. Furthermore, Equal Opportunity in 2ID is a combat multiplier and improves mission effectiveness. Our nation's security and prosperity depend upon our ability to develop and employ the talents of a diverse population. In support of this, I will not tolerate anyone being discriminated against because of their race, color, religion, gender, or national origin.
5. The 2ID Equal Opportunity (EO) Program Objective is to ensure all people are treated with dignity and respect. We can only realize this objective through the unified efforts of all 2ID members. Leaders and supervisors at all levels have a special responsibility in supporting this objective by recognizing and eliminating improper behavior and violations of our 2ID EO policy. Only through teamwork and active leader involvement can we ensure that all people are treated fairly. We must work together to eliminate actions and behavior that could divide our accomplishment of our mission nor allow it to work against any member of our 2ID team. Violations of EO policy will not be practiced, condoned, or tolerated.

EAID-CG

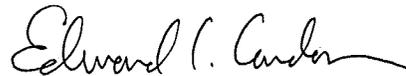
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6. All personnel, regardless of race, color, religion, or national origin have a right to carry out their jobs and achieve their potential based only on their abilities, merits, and qualifications. Our 2ID mission requires trust and unit cohesion, which can be achieved only when individuals know that they are treated fairly and with respect.

7. Commanders and supervisors will remain proactive in preventing and eliminating discrimination and sexual harassment. Members of our team must be able to report violations without fearing acts or threats of reprisal. Complaints should be referred to the chain of command; but they may also be made through other channels, such as the Inspector General, the Provost Marshal, the Chaplain, or the Staff Judge Advocate.

8. EO office provides advice and assistance to the unit, but the local commander or supervisor is the organization's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues. The chain of command creates the organizational environment. When even Soldier, civil employee, and family member contributes to maintaining an environment in which everyone is treated with dignity and respect, we will have a 2ID team that is always prepared to fight tonight and win.

9. Questions regarding this policy should be directed to the 2ID Equal Opportunity Office, DSN 732-8815.



EDWARD C. CARDON  
Major General, USA  
Commanding

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