



DEPARTMENT OF THE ARMY
HEADQUARTERS, 3D CORPS SUPPORT COMMAND
UNIT 29620
APO AE 09096

REPLY TO
ATTENTION OF

AETV-SCG-EO

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 3d Corps Support Command (COSCOM) Policy Memorandum #1, Equal Opportunity Program

1. **PURPOSE.** To ensure all 3D COSCOM soldiers, civilian employees, and their family members are aware of the Commander's policy on Equal Opportunity.

2. **APPLICABILITY.** Headquarters, 3D COSCOM and all subordinate units.

3. **POLICY.**

a. I fully support the Equal Opportunity policies and goals of the Department of Defense (DOD) and the Department of the Army (DA) Equal Employment Opportunity (EEO) Programs. I am committed to eliminating sexual harassment and discrimination against any individual or group because of race, color, gender, religion, or national origin. Our strength lies in unity, no separation.

b. I pledge to work to establish an environment that encourages and promotes personal and professional growth and affords all soldiers and civilian employees the opportunity to advance to their highest potential. There are no extra soldiers entrusted to us. We must, therefore, make use of everyone's energy and talent, in order to accomplish this objective.

c. **Commanders must be the EO Officers for their units.** Successful implementation of an Equal Opportunity Program requires affirmative actions and effective understanding of the EO program. All commanders will be personally responsible and accountable for the EO climate within their units. Develop and implement an EO program that enhances unit cohesion, esprit, and morale. Commanders will incorporate EO training in the overall training plan for the unit. Commanders will ensure that mandatory unit EO/sexual harassment training is conducted quarterly in accordance with AR 600-20, Army Command Policy, Para 6-14. All commanders and leaders will enforce this policy.

4. **SUPERSESSION.** This policy supersedes the previous Equal Opportunity Program Policy Memorandum.

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5. EXPIRATION. This policy memorandum expires 1 August 2004.

6. "Sustaining the Line!"

//ORIGINAL SIGNED//
VINCENT E. BOLES
Brigadier General, USA
Commanding

DISTRIBUTION:

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