



REPLY TO
ATTENTION OF

OFFICE OF THE DEAN
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996

MADN

20 August 2020

DEAN POLICY MEMORANDUM (DPOM) 01-24

SUBJECT: Equal Opportunity (EO) Complaint Procedures

1. **PURPOSE:** To establish the United States Military Academy (USMA) Dean's Directorate procedures for equal opportunity complaints.
2. **REFERENCES:**
 - a. Army Regulation (AR) 600-20, Army Command Policy, 6 November 2014
 - b. DoDD 1020.02E, 8 June 2015
 - c. USMA Command Policy Letter – Military Equal Opportunity
 - d. USMA Command Policy Letter – Equal Opportunity (EO) Complaint Procedures
3. **APPLICABILITY:** This policy applies to all personnel assigned or attached to the USMA Dean's Directorate.
4. **POLICY:** Any Cadet, Soldier, and Family member who believes someone treated them unjustly based on race, color, national origin, religion, sex (gender identity), or sexual orientation, has the right to file a complaint free of threat of intimidation or reprisal. Our Cadets, Soldiers, and Families have the right to a thorough and expedited investigation of their grievances when they perceive an injustice or incident of unfair treatment.
5. **PROCEDURES:** The United States Military Academy will process all complaints of unlawful discrimination in accordance with AR 600-20; Chapter 6 and Appendix C. All leaders will ensure that our Cadets, Soldiers, and Families are fully aware of the procedures for having their complaint addressed.
6. **RESPONSIBILITIES:** The chain of command has the primary responsibility for processing complaints of discrimination. Although we encourage using the chain of command, it will not serve as the only channel available to the complainant. Should the complainant feel uncomfortable filing a complaint with his or her chain of command or should the complaint be against a member of the chain of command, alternate channels are available. The complainant may choose to address it with someone in a higher echelon of the complainant's chain of command, the Equal Opportunity Advisor, Inspector General, Chaplain, Provost Marshal, medical agency personnel, Staff Judge Advocate, or the Chief, Community Housing Referral/Relocation Service Office.

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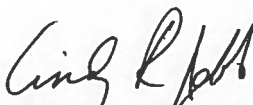
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a. Equal Opportunity Leaders will document informal complaints on a Memorandum for Record and forward a copy to their respective Equal Opportunity Advisor.

b. Equal Opportunity Advisors assigned to West Point will input all informal complaints and formal complaints into the Equal Opportunity Reporting System (EORS) as required by AR 600-20, 6-3.(4) and notify the USMA EO Office within 72 hours of the complaint receipt.

7. **EXPIRATION.** This policy is in effect until superseded or rescinded.

8. **PROPONENT:** The proponent of this policy is the USMA EO Office, (845) 938-6745/3814



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