



OFFICE OF THE SUPERINTENDENT
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996-5000

JUN 27 2022

MASP

MEMORANDUM FOR All Personnel Assigned to the West Point Military Reservation

SUBJECT: Command Policy Letter #4 – USMA Military Equal Opportunity (EO) Policy

1. PURPOSE. To establish the United States Military Academy (USMA) at West Point Military Equal Opportunity Policy.

2. REFERENCES.

a. Department of Defense Instruction (DoDI) 1020.03 (Harassment Prevention and Response in the Armed Forces).

b. Department of Defense Instruction (DoDI) 1350.02 (DoD Military Equal Opportunity Program).

c. Department of Defense Directive (DoDD) 1020.02E (Diversity Management and Equal Opportunity in the DoD).

d. Army Regulation (AR) 600-20 (Army Command Policy).

e. Command Policy Letter #5 - USMA Military Equal Opportunity (EO) Complaint Procedures.

f. Command Policy Letter #2 - USMA Treatment of Persons.

3. APPLICABILITY.

a. This policy applies to all personnel assigned or attached to the West Point Military Reservation and USMA, including tenant units.

b. This policy applies to both on and off post, during duty and non-duty hours, and encompasses working, living, on-line and social media behavior, and recreational environments including both on and off-post housing (AR 600-20, para 6-2g and 6-2h).

MASP

SUBJECT: Command Policy Letter #4 – USMA Military Equal Opportunity (EO) Policy

4. DEFINITION. Equal Opportunity is the right of all persons to participate in, and benefit from, programs and activities for which they are qualified. These programs and activities will be free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons will be evaluated only on individual merit, performance, and potential, regardless of race, color, sex (including gender identity), national origin, religion, or sexual orientation except as prescribed by statute, or other Service policy (AR 600-20, Glossary).

5. POLICY. Our Nation's security and prosperity depend on our ability to utilize the talents of our diverse population to develop Leaders of Character. To that end, USMA will ensure equal opportunity and fair treatment for all Cadets, Service members, and Family members without regard to race, color, sex (including gender identity), national origin, religion, or sexual orientation and provide an environment free of unlawful discrimination and offensive behavior. Unlawful discrimination in any form will not be condoned, practiced, or tolerated.

a. As the world's premier leadership institution, we depend on everyone to create an environment where all are treated with dignity and respect. All leaders responsible for ensuring fair and equitable treatment free of threats and reprisal for all Cadets, Service members, and Family members. I expect leaders to build and maintain cohesive teams determined to accomplish the Academy's mission, foster positive command climates, and to resolve complaints of discrimination and harassment at the lowest level possible.

b. This policy applies to both on and off post, during duty and non-duty hours, and encompasses working, living, on-line and social media behavior, and recreational environments including both on and off-post housing (AR 600-20, para 6-2g and 6-2h).

6. PROCEDURES. Members of this command are encouraged to use the Command's Equal Opportunity Complaint Process to report unlawful discrimination or harassment.

7. RESPONSIBILITIES. Leaders at all levels will:

a. Create and sustain an environment free of unlawful discrimination or harassment by eliminating discriminatory behaviors and practices.

b. Ensure that personnel desiring to participate in the Army Heritage Month Activities will be given a reasonable opportunity to do so.

8. EXPIRATION. This policy is in effect until superseded or rescinded.

MASP

SUBJECT: Command Policy Letter #4 – USMA Military Equal Opportunity (EO)
Policy

9. PROPONENT. The proponent of this command policy is the USMA EO Office, (845)
938-6745/4376.

A handwritten signature in black ink, appearing to read 'Stw Gilland', is positioned above the printed name.

STEVEN W. GILLAND
Lieutenant General, U.S. Army
Superintendent