



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

MACC

AUG 28 2019

USCC POLICY MEMORANDUM (CC-19-10)

SUBJECT: Military Equal Opportunity (EO) Policy

1. REFERENCES:

- a. Army Regulation 600-20, Army Command Policy, 6 November 2014.
- b. Army Directive 2013-29 Army Command Climate Assessments, 23 December 2013.
- c. USMA Command Policy Letter- Military Equal Opportunity Policy, 2 July 2018

2. PURPOSE: To establish the United States Corps of Cadets (USCC) Equal Opportunity (EO) Policy.

3. POLICY:

a. USCC will provide equal opportunity and fair treatment for all Cadets, staff and faculty and anyone affiliated with USCC, without regard to race, color, sex, national origin, religion, sexual orientation, and provide an environment free of unlawful discrimination and offensive behavior. Unlawful discrimination in any form, both on and off post, during duty and non-duty hours will not be condoned, practiced, or tolerated.

b. EO 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. Persons will be evaluated on individual merit, fitness, and capability without regard to race, color, sex, national origin, religion or sexual orientation.

c. All leaders are held responsible for ensuring fair and equitable treatment, free of threats and reprisal for all Cadets, staff and faculty, and anyone affiliated with USCC. Ensuring equal opportunity is a standard to which each of us must be committed to and supportive of. The security of our Nation and prosperity depend on our capability to develop and utilize the talents of our diverse population. Additionally, all members of

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this command will live by the USCC Respect Creed "Cadets will treat others and themselves with dignity and worth, and expect the same from those around them."

d. The use of disparaging language to degrade or connote negative statements pertaining to race, color, sex, national origin, religion or sexual orientation are prohibited. Members of this command will not use disparaging language in the form of verbal statements, printed material, visual material, signs, symbols, posters, or insignia. The use of these terms may constitute unlawful discrimination in questions or concerns regarding this should be directed to the USCC EO Advisor or the Office of the Staff Judge Advocate (OSJA).

e. Unlawful discrimination is any action that unlawfully or unjustly results in unequal treatment of persons or groups based on race, color, sex, national origin, religion or sexual orientation.

4. PROCEDURES: Members of this command are encouraged to use the Commandant's Equal Opportunity Complaint Process to report unlawful discrimination.

a. When discrimination is detected, leaders will take swift and decisive action to resolve the problem.

b. Persons affiliated with USCC who feel they are victims of discrimination or observe an act of discrimination must take appropriate action(s). Whenever possible, attempt to resolve the issue by confronting the violator first. Immediately report repeat offenses, or offenses that obviously cannot be resolved through individual clarification.

5. RESPONSIBILITIES: Leaders at all levels will create and sustain this environment by eliminating unlawful discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and the right of common dignity. All leaders will ensure that Cadets, Soldiers, Family members and anyone affiliated with USCC are aware of this policy. Commanders at all levels are the EO officers for their commands this includes, but is not limited to Directors, Brigade Tactical Officers (BTOs), Regimental Tactical Officers (RTOs) and Company Tactical Officers (TACs). All commanders will—

a. Be personally responsible and accountable for the EO climate within their units.

b. Develop and implement EO programs for their organizations that enhance unit cohesion, esprit de corps, and morale.

c. Upon receipt of an EO complaint, process the complaint in accordance with AR 600-20 appendix C.

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- d. Identify unlawful discriminatory practices affecting military personnel and Family members, initiate corrective actions, and provide follow-up and feedback throughout problem resolution.
- e. Promote EO and interpersonal harmony for all military personnel and Family members.
- f. Conduct EO training on a continuing basis for all USCC personnel, in accordance with procedures outlined in AR 600-20 paragraph 6–15.
- g. Monitor and assess the execution of EO programs and policies at all levels within their areas of responsibility.
- h. Involve public affairs personnel at every level of command in planning and publicizing EO programs and initiatives.
- i. Company Tactical Officers will publish and post separate, written command policy statements for EO policy, and EO complaint procedures. All statements will be consistent with Army policy and must include an overview of the command's commitment to the EO program, and reaffirm that unlawful discrimination will not be practiced, condoned, or tolerated. The policy statements will explain how and where to file complaints. Additionally, the statements will include complainant's protection from acts or threats of reprisal. These statements are required for each activity at company level.
- j. Department of Military Instruction, Brigade Tactical Department, and Regimental Tactical Officers will appoint a primary and alternate Equal Opportunity Leader (EOL), formally known as Equal Opportunity Representatives (EORs), in the rank of SGT(P) through 1LT in writing.
- k. Director of Cadet Activities, Department of Physical Education, Simon Center for the Professional Military Ethics, Center for Professional Development and USCC Headquarters do not need to assign an EOL. The USCC HQ EOL will serve as the EOL for all departments listed in this paragraph.
- l. Administration of a DEOMI Organizational Climate Survey (DEOCS) must be a part of the unit assessment. The Commandant of USCC will conduct command climate assessments within 60 days of assuming command, at 365 days, and annually thereafter. All USCC companies will participate in the USCC MSA DEOCS within the 1st Semester of the Academic Year. The MSA DEOCS will be organized and coordinated through the USCC EOA office.

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m. Provide timely feedback (i.e. within 30 days) to subordinates regarding the results of command climate surveys or any EO survey instrument initiated by the command.

n. Encourage Soldiers to use their chain-of-command to address issues.

o. Take appropriate action to prevent incidents of intimidation, harassment, or reprisal against individuals who file an EO complaint.

p. Take appropriate action against those who violate Army policy.

q. Monitor the demographic of the EOLs in their command to ensure it reflects that of the unit as a whole.

r. Consult PMs/EOAs when conducting an investigation of unlawful discrimination in accordance with AR 15-6.

s. Allocate funding to carry out command EO programs.

t. Utilize PMs/EOAs indirect support of the EO program.

(1) EOAs should not perform duties that may subsequently disqualify them from being impartial or being perceived as impartial.

(2) Serving in temporary leadership positions such as 1SG, detachment Noncommissioned Officer in charge, Platoon Sergeant, and so forth while serving as an EOA is highly discouraged.

u. Submit Quarterly Narrative and Statistical Report (QNSR) to the next higher headquarters utilizing the automated EO database as required by the USMA EO office.

v. Ensure EO Staff Assisted Visits (SAVs) are conducted to subordinate commands on an annual basis.

6. EXPIRATION: This policy memorandum remains in effect until superseded or rescinded.

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7. **POINT OF CONTACT:** The proponent for this policy memorandum is the USCC EO Advisor at x8456.



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