



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) 01-23

SUBJECT: Military Equal Opportunity (EO) Policy

1. **PURPOSE:** To establish the United States Military Academy (USMA) Dean's Directorate Equal Opportunity (EO) Policy.
2. **REFERENCES:**
 - a. Department of Defense Directive (DoDD) 1020.02E, 29 November 2016
 - b. Army Regulation 600-20, Army Command Policy, 6 November 2014.
 - c. USMA Equal Opportunity Complaint Policy
 - d. USMA Command Policy Letter- Military Equal Opportunity Policy, 2 July 2018.
3. This policy applies to all personnel assigned or attached to the USMA Dean's Directorate.
4. **POLICY:** The Dean's Directorate will ensure equal opportunity and fair treatment for all Cadets, Soldiers, and Family members without regard to race, color, religion, national origin, sex (gender identity), 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. I hold all leaders responsible for ensuring fair and equitable treatment free of threats and reprisal for all Cadets, Soldiers, and Family members. Ensuring equal opportunity is a standard to which each of us must be committed to at all times. Our Nation's security and prosperity depend on our capability to develop and utilize the talents of our diverse population.
 - b. This policy applies to both on and off post, during duty and non-duty hours, and encompasses working, living, and recreational environments including both on and off-post housing (AR 600-20, para 6-2a).
 - c. 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 the Dean's Directorate 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 and any

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questions or concerns regarding this should be directed to the USMA EO Office or the Office of the Staff Judge Advocate (OSJA).

d. 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.

5. **PROCEDURES:** Members of the Dean's Directorate are encouraged to use the Dean's Equal Opportunity Complaint Process to report unlawful discrimination or harassment.

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

b. Persons affiliated with the Dean's Directorate 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.

6. **RESPONSIBILITIES:** Leaders at all levels will create and sustain an environment free of unlawful discrimination or harassment by eliminating discriminatory behaviors and practices.

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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