



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
WARRIOR TRANSITION UNIT
U.S. ARMY MEDICAL DEPARTMENT ACTIVITY
WEST POINT, NEW YORK 10996-1197

MCUD-WTU

19 April 2010

MEMORANDUM FOR Personnel Assigned/Attached to Warrior Transition Unit, West Point, New York 10996

SUBJECT: Policy Memorandum # 2, Equal Opportunity/Equal Opportunity Plan

1. **Reference:** AR 600-20, Army Command Policy

2. **Purpose:** To provide guidelines for filing complaints involving discriminatory practices. Soldiers and their family members will be given full opportunity to develop professionally and personally, free from prejudice and discrimination. I want to ensure that we have a command climate that encourages everyone to freely identify and report injustices and discrimination of any form, without fear of reprisal or the threat of intimidation.

3. **Applicability:** This policy applies to all assigned and attached Warrior Transition Unit (WTU) personnel, as well as their family members, civilian employees, and contract personnel.

4. **Policy:**

a. I am fully committed to the Army Equal Opportunity Program. Every assigned or attached member of the WTU will receive fair treatment. This is for all personnel based solely on merit, fitness, and their capability. Equal Opportunity philosophy is based on fairness, justice, and equity. An essential element of EO is mutual trust and cohesion and this can only be achieved when individuals are confident they will be treated fairly and respectfully.

b. I will not tolerate any discrimination based on race, color, gender, religion or national origin in the work place. EO is a command responsibility and this program is designed to promote a positive climate and unit cohesion. Leaders and supervisors at all levels are responsible for acknowledging, reporting and eliminating improper behavior.

c. I expect all personnel in this command to do the following:

- 1) Establish a climate that respects the dignity of all personnel, regardless of race, color, religion, gender, or national origin. Leaders, install a feedback mechanism to provide an assessment of unit climate. Treat all complaints, whether formal or informal, seriously and promptly provide feedback to complainants. Furthermore, Leaders will ensure that complainants are protected from threats or acts of reprisals.
- 2) Present yourself professionally at all times. Treat others as you want and expect to be treated. Report inappropriate behavior to your chain of command

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or your supporting Equal Opportunity Advisor (EOA) and Representatives (EOR).

d. All personnel are encouraged to participate in the various ethnic programs on and off post.

e. Any activity that practices discrimination and/or segregation will be considered off limits.

5. This policy letter will be reviewed annually and supersedes all previous editions of policies on this subject.

6. Point of contact is the undersigned at (845) 938-0264.



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