



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY**  
**THE COMMANDING GENERAL**  
**UNIT 29351**  
**APO AE 09014-9351**

AEAE0

4 May 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army in Europe Command Policy Letter 27, Equal Opportunity

1. Reference AR 600-20, Army Command Policy, 13 May 2002.
2. Our nation's security and prosperity depend on our ability to develop and employ the talents of a diverse population. In support of this, I will not tolerate anyone being discriminated against because of their race, color, religion, gender, or national origin.
3. The Equal Opportunity (EO) Program is designed to ensure all people are treated with dignity and respect; but the objectives of the program can be met only through the united efforts of all personnel. Leaders and supervisors at all levels have a special responsibility in supporting these objectives by recognizing and eliminating improper behavior and violations of EO policy. Only through teamwork and active involvement can we ensure that all people are treated fairly. We must work together to eliminate actions and behavior that divide the community. We simply cannot permit prejudice, in any form, to detract from the accomplishment of our mission nor allow it to work against any member of the Army in Europe team. Violations of EO policy will not be practiced, condoned, nor tolerated.
4. All personnel, regardless of race, color, religion, gender, or national origin have a right to carry out their jobs and achieve their potential based only on their abilities, merits, and qualifications. Our mission requires trust and unit cohesion, which can be achieved only when individuals know that they are treated fairly and with respect.
5. Commanders and supervisors will remain proactive in preventing and eliminating discrimination and sexual harassment. Members of our team must be able to report violations without fearing acts or threats of reprisal. Complaints should be referred to the chain of command; but they also may be made through other channels, such as the inspector general, the provost marshal, the chaplain, or the staff judge advocate.
6. EO offices provide advice and assistance to the unit, but the local commander is the unit's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues. The chain of command creates the unit environment. When every soldier, civilian employee, and family member contributes to maintaining an environment in which everyone is treated with dignity and respect, we will have a team that is always prepared to fight and win.

A handwritten signature in black ink that reads "B. B. Bell".

B. B. BELL  
General, USA  
Commanding

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