



DEPARTMENT OF THE ARMY
UNITED STATES ARMY STUDENT DETACHMENT
5450 STROM THURMOND BOULEVARD, ROOM 244
FORT JACKSON, SOUTH CAROLINA 29207

ATMT-LTB-SD

10 February 2023

MEMORANDUM FOR All personnel permanently assigned and/or attached to the United States Army Student Detachment (USAD)

SUBJECT: Policy Memorandum #3- Equal Opportunity (EO) and Equal Employment Opportunity (EEO)

1. References:

- a. AR 600-200, Army Command Policy
- b. AR 690-12, Equal Employment Opportunity, and Affirmative Action
- c. AR 690-600, Equal Employment Opportunity Discrimination Complaints

2. The idea of human equality is fundamental to the existence of our democracy. The Army thrives on the diversity of its people.

3. The USASD is fully committed to the EO and EEO programs and their goals. Every Soldier, Family member, and DA Civilian will be treated fairly, with dignity and respect, and provided an environment free of unlawful discrimination and offensive behavior. Within the EO and EEO arenas, it is the responsibility of leaders and subordinates to promote equality and eliminate preferential treatment. To achieve a workforce representative of this Nation's diversity, leaders must ensure that equality and treatment are appropriate, fair, and based upon merit.

4. This policy is simple; no one will be subjected to discrimination, unfair treatment, or harassment of any nature. As the commander, I insist on nothing less than equitable treatment based solely on merit, fitness, and capability regardless of race, color, sex (including gender identity), national origin, religion, sexual orientation, veteran status, marital status, or physical challenges. Corrective action will be taken in the case of any violation of this policy.

5. The EO and EEO programs are the cornerstone of military management programs. The concepts of EO and EEO are inherent to good personnel management practices and must be an integral part of day-to-day Soldier/employee relations. This responsibility is extended to every leader, manager, supervisor, military, and civilian employee throughout the USASD. Individuals in this command that feel that they have been discriminated against may bring it to the attention of

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their chain of command, the Equal Opportunity Staff, the First Sergeant, or me.

6. Maintaining an atmosphere of trust and equal opportunity are essential components of the teamwork necessary to accomplish USASD's worldwide mission. USASD personnel are required to attend quarterly EO training.

7. The point of contact for this memorandum is the undersigned at alfredo.carino-rivera.mil@army.mil or (803) 751-5305 and (803) 348-6146.

ALFREDO CARINO-RIVERA
MAJ, AG
Commanding