



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
US ARMY INSTALLATION MANAGEMENT COMMAND  
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT DRUM  
10000 10TH MOUNTAIN DIVISION DRIVE  
FORT DRUM, NEW YORK 13602-5046

DEC 09 2010

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Garrison Policy Memorandum #10-09, Equal Opportunity (EO)

1. Reference. AR 600-20, Army Command Policy, 18 Mar 08/RAR 27 Apr 10.
2. I am personally committed to the Army's EO Program. The policy of the Army is to provide equal opportunity and fair treatment for all Soldiers and Family members regardless of race, color, national origin, region, or gender. This policy applies equally in the service member's job, housing, or recreational environment. It is my policy that all commanders and Soldiers support these principles and maintain a strong commitment toward ensuring that the EO program is successful. This requires personal, direct, and continuous involvement by all members in this command.
3. Equal opportunity is a responsibility of leadership and a function of command. Leaders at all levels must continue to establish and maintain command climates that focus efforts toward mission accomplishment. Additionally, I challenge each leader to create and maintain an environment free of discrimination and sexual harassment. This is our obligation to every Soldier and Family member in the garrison command. Commanders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts or threats of reprisal and retaliation.
4. Soldiers desiring to file a discrimination complaint are encouraged to use their chain of command first to resolve their complaints. Alternative means for resolving complaints are also available including EO advisors, chaplains, the Inspector General, the Staff Judge Advocate, the Provost Marshal, the Criminal Investigation Division, medical agencies, and the Housing Referral Office.
5. The point of contact is the Division EO Program Manager at 772-9174/6711.

NOEL T. NICOLLE  
Colonel, FA  
Garrison Commander

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