



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
**U. S. ARMY CENTER FOR HEALTH PROMOTION AND PREVENTIVE MEDICINE**  
5158 BLACKHAWK ROAD  
ABERDEEN PROVING GROUND, MARYLAND 21010-5403

MCHB-CG-HHD

1 April 2004

MEMORANDUM FOR USACHPPM-HHC Personnel

SUBJECT: Equal Opportunity Policy – Policy Memorandum #2

1. I am fully committed to and support the military's Equal Opportunity Program and the USACHPPM Commander's policies on Equal Opportunity. I expect all members of Headquarters and Headquarters Company to also actively support this program and these policies.

2. The Army EO Program was created to ensure fair treatment of all soldiers based solely upon merit. The program is governed by AR 600-20, Chapter 6 and is designed to:

a. Provide EO for military personnel and their families both on and off post without regard to race, religion, national origin, or gender.

b. Provide an environment free of sexual harassment.

c. Contribute to mission accomplishment, cohesion, and readiness.

d. Address housing complaints.

3. Violations of the EO program and incidents of sexual harassment severely impair personal welfare, job performance, and mission accomplishment thus undermining the moral and effectiveness of the unit; they are inconsistent with our profession and will not be tolerated.

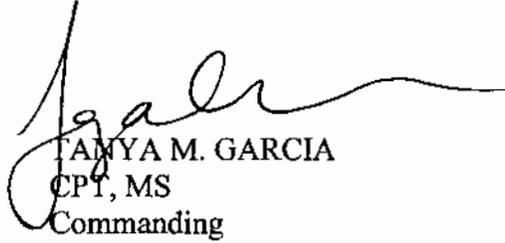
4. The EO office is available to advise and assist, but the chain of command is the primary source for resolving EO issues. Soldiers and family members have the right to present complaints or grievances to members of the chain of command without fear of disciplinary action, harassment, reprisal, or unfavorable actions being taken against them. Complaints will be completely and rapidly investigated.

5. If you feel that it is a sensitive situation or that the chain of command would be unable to resolve the problem, the individual has a right to file a complaint with the next higher echelon in the chain of command, Equal Opportunity Advisor, Inspector General, Chaplain, Provost Marshal/Criminal Investigation Division (CID), medical agencies, Staff Judge Advocate, and Housing Referral Office.

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6. Every member of the unit has the responsibility to recognize forms of discrimination and eliminate them. We can only accomplish the objectives of the EO program through a united effort.



TANYA M. GARCIA  
CPT, MS  
Commanding