



DEPARTMENT OF THE ARMY
UNITED STATES ARMY WAR COLLEGE AND CARLISLE BARRACKS
CARLISLE, PENNSYLVANIA 17013

REPLY TO
ATTENTION OF

8 December 2015

CSWC

MEMORANDUM FOR RECORD

SUBJECT: Policy Memorandum #3, Equal Opportunity (EO) Policy Statement

1. Reference:

- a. Department of Defense (DoD) Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), 8 June 2015.
- b. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program).
- c. Army Regulation 600-20 (Army Command Policy), 6 November 2014.

2. People are our most valuable resources. To that end, I am committed to ensure that we foster an environment where military personnel, family members, and DA civilians are afforded the opportunity to attain their full potential regardless of race, color, religion, national origin, sex or sexual orientation. Leaders and supervisors at all levels have responsibility in supporting these objectives by recognizing and eliminating improper behavior and violations of the Army's EO policy.

3. Discrimination adversely affects morale and discipline. It also interferes with mission accomplishment and negatively impacts readiness. Commanders and supervisors will be 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 through the chain of command, but they also may be referred through other channels such as the Equal Opportunity Advisor, Installation Chaplains, Inspector General, Staff Judge Advocate, Criminal Investigation Division, Medical Agencies, and the Housing Referral Office. Let's all do our part to ensure that everyone is treated with dignity and respect.

4. Equal Opportunity Special/Ethnic Observances are conducted to enhance cross-cultural awareness among all members of the Carlisle Barracks Community. These observances recognize the achievements and contributions made by members of specific racial, ethnic or gender groups in our society. In an effort to provide quality, value-added, and educational awareness experience to all Carlisle Barracks personnel and public audiences during these observances, each U.S. Army War College

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Directorate, Dunham Clinic, with the assistance of the Installation EO Office, will coordinate and execute a designated monthly observance. Refer to attached enclosure for scheduling observances and designated supporting element.

5. Point of contact for this policy is the U.S. Army War College Equal Opportunity Advisor at (717) 245-3661.

Encl



WILLIAM E. RAPP
Major General, USA
Commanding General

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Enclosure
Carlisle Barracks Special/Ethnic Observance Schedule
 Calendar Year 2016-2017

Month	Date/Period	Observance	Supporting Agency
JANUARY	19	Martin Luther King's Birthday	USA Garrison
FEBRUARY	1 - 28	African American/Black History Month	CSLD
MARCH	1 - 31	Women's History Month	AHEC
APRIL	15 - 16	Holocaust Remembrance Day	PKSOI
	15 - 24	Days of Remembrance	PKSOI
MAY	1 - 31	Asian American and Pacific Islander Heritage Month	SSI
JUNE	1 - 30	Lesbian, Gay, Bi-Sexual, and Transgender (LGBT) Pride Month	TBD
JULY	NONE	N/A	N/A
AUGUST	26	Women's Equality Day	AHEC
SEPTEMBER	15 September to 15 October	Hispanic Heritage Month	SSL
OCTOBER	1 - 31	National Disability Employment Awareness Month	DUNHAM
NOVEMBER	1 - 30	National American Indian Heritage Month	AHEC
DECEMBER	NONE	N/A	N/A