



DEPARTMENT OF THE ARMY  
HEADQUARTERS, 2<sup>ND</sup> BATTALION, 11<sup>TH</sup> INFANTRY REGIMENT  
6649 VIBBERT AVENUE  
FORT BENNING, GEORGIA 31905-6221

ATSH-TPB

24 August 2015

MEMORANDUM FOR 2<sup>nd</sup> Battalion (IBOLC), 11<sup>th</sup> Infantry Regiment

SUBJECT: Policy Letter #2: Equal Opportunity

1. REFERENCES:

a. Army Regulation 600-20, Army Command Policy, 6 November 2014.

b. TRADOC Regulation, DA PAM 350-20, (Training) Unit Equal Opportunity Training Guide.

2. The 2<sup>nd</sup> Battalion 11<sup>th</sup> Infantry Regiment will provide equal opportunity and fair treatment to all military personnel, their Family members, and Civilian employees without regard to race, color, religion, gender or national origin - an environment free of unlawful discrimination or sexual harassment will not be practiced, condoned, or tolerated in this command.

3. Every leader in this command is responsible for setting the example concerning EO. Every leader will act expeditiously and appropriately to allegations of discrimination. Leaders will also sustain efforts to maximize individual human potential and ensure fair treatment of Soldier based purely on merit, fitness and capability and to promote harmony, dignity and positive attitude. Leaders will remain firmly supportive of the objectives of this command, and the U.S. Army.

4. Leader commitment is the critical factor in maintaining and enforcing an environment of dignity and respect among our Soldiers, Family members, and civilians. Each leader must be proactive and develop trust and confidence through open communication, education, and quarterly EO training. These are the essential elements in promoting teamwork, esprit de corps, and combat readiness.

5. All Battalion leaders will ensure Soldiers, Family members, or Civilian employees are not hindered when trying to use the EO complaint system and that there is no fear of threat, retribution, and/or reprisal for making a complaint. Every attempt should be made to resolve the issue at the lowest level possible within the unit. Additionally, the Equal Opportunity Representative is available to assist the commander, Soldiers, Family

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members, and Civilians at any time. I am fully committed to the Army's Equal Opportunity Program and expect commanders and leaders at all levels to support this policy.

6. POC is the Battalion Equal Opportunity Representative, SSG Villasana at 706-545-0145.

A handwritten signature in black ink, appearing to read "Matthew W. Weber". The signature is fluid and cursive, with the first name "Matthew" being the most prominent part.

MATTHEW W. WEBER  
LTC, IN  
Battalion Commander