



**DEPARTMENT OF THE ARMY
HEADQUARTERS, 199th INFANTRY BRIGADE
6508 INDIANHEAD ROAD
FORT MOORE, GEORGIA 31905**

ATSH-TP

23 January 2025

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 199th IN BDE Military Equal Opportunity Policy

1. REFERENCES:

a. DoD Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), 8 June 2015.

b. AR 600-20 (Army Command Policy), 24 July 2020.

2. PURPOSE: This policy letter provides my guidance pertaining to the Equal Opportunity (MEO) Program of the 199th Infantry Brigade. The diversity of our nation is the strength of our Army as it allows each person to serve the nation to their fullest potential. In support of this, I will not tolerate or condone any discrimination based on race, color, sex, national origin, religion, or sexual orientation, or other behaviors that undermine the dignity and respect of military and civilian personnel, or their family members.

3. APPLICABILITY: This policy applies to all 199th Infantry Brigade units and personnel, tenant units, and Family members, both on and off post, during duty and non-duty hours, and in working, living, and recreational environments.

4. POLICY:

a. Commanders at all levels are the MEO Officers for their organizations. All Commanders will familiarize themselves with their responsibilities under the MEO Program as detailed in AR 600-20, paragraph 6-10(i), which include the following:

(1) Promote a positive command climate through personal example and command emphasis.

(2) Establish effective MEO and Harassment Prevention and Response objectives and ensure it is applied in every command policy, action and program at all levels of command.

(3) Ensure that MEO and harassment complaints are promptly investigated in a fair, impartial manner, and are appropriately resolved without fear of reprisal, intimidation, or retaliation. IAW AR 600-20, paragraph 6-6.

ATSH-TP

SUBJECT: 199th IN BDE Military Equal Opportunity Policy

(4) Assess the organizational climate and at the outset and periodically during command tenure (see AR 600-20, appendix E).

(5) Report all formal, informal, and anonymous MEO and harassment complaints alleged on discrimination based on race, color, sex, national origin, religion or sexual orientation, and harassment involving hazing, bullying, and other discriminatory harassment to MEO professionals to be entered into Military Equal Opportunity (EO) database.

(6) Identify unlawful discriminatory practices affecting military personnel and Family members, initiate corrective actions, and provide follow-up and feedback throughout problem resolution.

(7) Appoint two Leaders in the rank of SGT (P) or above to serve as the Company or Battalion MEO Leaders. The appointed MEO Leaders must be graduates of the Military Equal Opportunity Leaders Course or attend the MCoE Military Equal Opportunity Leaders Course within 90 calendar days from appointment.

(8) Publish and post separate, written command policy for their MEO Program, Treatment of Persons and MEO complaint procedures.

(9) Ensure all personnel receive MEO Training IAW AR 600-20.

(10) Violations of MEO and Harassment Prevention and Response policies may result in disciplinary action under the UCMJ, Arts. 92, 133, or 134.

b. Commanders will remain proactive in preventing, eliminating discrimination and being proactive in fostering an environment in which everyone is treated with dignity and respect. The MCoE EO program will provide advice and assistance to the unit, however, the commander is the organization's MEO officer. Accordingly, the chain of command is the primary and preferred channel for resolving MEO issues. Complaints should be referred to the chain of command, but they may also be made through an Equal Opportunity Professional (EOP).

5. **APPLICABILITY:** Commanders are responsible for maintaining a positive MEO climate within their organizations. I expect all leaders to be vigilant and proactive in fostering an environment in which everyone is treated with dignity and respect. Soldiers and Civilians of the 199th Infantry Brigade are responsible for reporting equal opportunity violations to the chain of command, the Equal Opportunity Advisor, or any of the agencies mentioned above.

6. A copy of this Policy Memorandum will be permanently posted on all Brigade and Battalion bulletin boards.

ATSH-TP

SUBJECT: 199th IN BDE Military Equal Opportunity Policy

7. SUPERSESSION: This policy memorandum supersedes the 199th IN BDE Military Equal Opportunity Policy, dated 23 June 2023.

8. PROPONENT: The proponent for this policy is the 199th Infantry Brigade Equal Opportunity Professional at (706) 566-0375.



NEIL J. MYRES
COL, IN
Commanding

Distribution:

CDR, 2-11th IN REGT

CDR, 2-16th CAV REGT

CDR, 3-11th IN REGT

CDR, 3-81st AR REGT

CDR, HHC, 199th IN BDE

