



REPLY TO  
ATTENTION OF

DEPARTMENT OF THE ARMY  
JOINT TASK FORCE GUANTANAMO  
525TH MILITARY POLICE BATTALION (I/R)  
APO AE 09360

ARSO-GTC-CO

18 July 2014

MEMORANDUM FOR SEE DISTRIBUTION LIST

SUBJECT: Equal Opportunity (EO) Policy (Policy Number 3)

1. References:

- a. AR 600-20, Army Command Policy, 20 September 2012 (RAR)
- b. JTF-GTMO Command Policy 10.2, 7 July 2014

2. Purpose: Establishes the policy for the 525th Military Police Battalion's (I/R) EO program. All Soldiers assigned or attached to this battalion will be treated with dignity and respect without regard to race, religion, sexual orientation, gender, or origin. They will receive equal opportunity when considered for promotion, appointment, schooling, assignment, career progression, awards, discipline, retention, and separation.

3. I will not tolerate the mistreatment of personnel in any manner. Written, oral or non-verbal messages or actions that degrade and/or deny others fair and equal treatment have no place in this unit. Members of the battalion, or their family members, who think they may have been a victim of discrimination are encouraged to bring their concerns to their chain of command. All allegations will be handled professionally and promptly. Additionally, members can bring their concerns to the Chaplain, Staff Judge Advocate, JTF EO Advisor, or U.S. Army South EO Advisor. Two types of complaints may be filed; formal and informal.

a. A formal complaint is one that a complainant files in writing and swears to the accuracy of the information. Formal complaints require specific actions, are subject to timelines, and require documentation of the actions taken.

b. An informal complaint is any complaint that a Soldier or Family Member does not wish to file in writing. Informal complaints may be resolved directly by the individual, with the help of another unit member, the commander, or another person in the complainant's chain of command. An informal complaint is not subject to time suspense's nor is it reportable. Details regarding the EO complaint procedures can be found in Policy Letter 4, Equal Opportunity Program Complaint Procedures.

4. Each company assigned or attached to this battalion will have a properly trained and appointed Equal Opportunity Leader (EOL). Training for Company EOLs will be coordinated through the Battalion S-3 and through the Battalion EOL.

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5. The Battalion will appoint a senior leader as the Battalion EOL who will track Company EOL status, EO training, and maintain oversight of investigations into EO complaints that originate from within the battalion.

6. Point of contact for this memorandum is the undersigned at DSN 660-3522.



JOHN A. FIVIAN  
LTC, MP  
Commanding

DISTRIBUTION:

HHC, 525th Military Police Battalion (I/R)  
189<sup>th</sup> Military Police Company (I/R)  
339<sup>th</sup> Military Police Company (C/S)  
342<sup>nd</sup> Military Police Company (C/S)  
346<sup>th</sup> Military Police Company (I/R)  
420<sup>th</sup> Military Police Company (I/R)