



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS UNITED STATES ARMY CYBER CENTER OF EXCELLENCE  
AND FORT GORDON  
506 CHAMBERLAIN AVENUE  
FORT GORDON GEORGIA 30905-5735

ATZH-CG

30 October 2015

MEMORANDUM FOR ALL MILITARY AND CIVILIAN PERSONNEL

SUBJECT: Commanding General's Policy Memorandum No. 2 – Equal Opportunity

1. REFERENCES:

- a. AR 600-20, Army Command Policy, Chapter 6 and Appendix C and D.
- b. DA Pam 600-26, Department of the Army Affirmative Action Plan.
- c. AR 15-6, Procedures for Investigating Officers of Boards of Officers.
- d. AD 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program.

2. The Equal Opportunity (EO) Program formulates, directs, and sustains a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness. It is based on the principles of fairness, justice, and equality. It applies to military personnel and Family members, both on and off post during duty and non-duty hours and within the limits of the Federal, State, and local laws.

3. EO is a right for all Cyber Center of Excellence & Fort Gordon personnel. The objective of my EO Policy is to create and sustain an effective organization by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and the shared sacrifice of the men and women of this command. Behaviors or practices which access, classify, train, assign, promote, or otherwise manage on the basis of race, color, religion, gender, sexual orientation or national origin will not be tolerated. Complaints, investigations and substantiated allegations will be handled appropriately in accordance with AR 15-6.

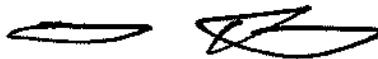
4. Members of this command who believe that they have been unlawfully discriminated against may file a complaint without fear of intimidation or reprisal. Should a Military Member or civilian be threatened with a reprisal, or if a reprisal occurs, he or she must report these circumstances to the DoD IG as outlined in policy letter 4, Complaint Procedures.

5. This policy letter is effective until superseded or rescinded.

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6. The point of contact for this memorandum is the Cyber Center of Excellence EO Office, (706) 791-2014, DSN: 780-2014.



STEPHEN G. FOGARTY  
Major General, USA  
Commanding