



**DEPARTMENT OF THE ARMY**  
U.S. ARMY SPACE AND MISSILE DEFENSE COMMAND  
POST OFFICE BOX 1500  
HUNTSVILLE, ALABAMA 35807-3801

16 DEC 2019

SMDC-EO Policy No. 600-16\*

**MEMORANDUM FOR DISTRIBUTION**

**SUBJECT: Command Equal Opportunity (EO) Policy**

1. Reference. Army Regulation 600-20, Army Command Policy, Chapter 6, 6 November 2014.
2. This policy establishes the U.S. Army Space and Missile Defense Command (USASMDC) EO Program, and is applicable to all USASMDC organizational elements.
3. Policy/Procedures.

a. I want to personally state my support and commitment to the Army's EO Program. USASMDC will provide equal opportunity and fair treatment for all Soldiers, their Family members and Civilian employees without regard to race, color, religion, gender, national origin, or sexual orientation, and provide an environment free of unlawful discrimination and offensive behavior. This policy applies on and off post, during duty and non-duty hours. It also applies to working, living and recreational environments on and off-post housing. All USASMDC personnel are obligated to promote fair treatment based on merit, fitness, capability, and potential. Discrimination, in any form, will not be tolerated.

b. All leaders are responsible for ensuring fair and equal treatment for all Soldiers, their Families and Civilian employees assigned or attached to USASMDC. I expect all members of the command to eliminate any conduct, attitude or behavior that allows discrimination to be perpetuated in the course of our normal, everyday activities. We must be committed to achieving EO for all to ensure the success of this program. Discrimination is a violation of the acceptable standards of integrity and impartiality required of all Department of Defense and Department of Army personnel, and interferes with mission accomplishment and unit cohesion. My goal is to eliminate all forms of discrimination in this command.

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\*This policy supersedes SMDC-EO Policy No. 600-16, 12 May 2017.

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c. Use your chain of command and the EO Office if you feel you or a member of your Family has been discriminated against. For further information on EO matters, the Command EO program point of contact is the USASMDC EO Advisor/Program Manager.

4. All commanders/directorates will publish and post their own EO policy letters.

5. This policy is posted on the CMDNET as required reading for all assigned personnel.

“SECURE THE HIGH GROUND”



DANIEL L. KARBLER  
Lieutenant General, USA  
Commanding

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