



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. 600-1*

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Command Consideration of Others (CO2) Program

1. References. Army Regulation 600-20, Army Command Policy, 6 Nov 14.
2. This policy establishes the CO2 program for the U.S. Army Space and Missile Defense Command (USASMDC) and is applicable to all USASMDC organizational elements.
3. All members of USASMDC and their Families have the right to be treated with dignity and respect. The objective of the CO2 program is to reinforce a positive command climate that accomplishes this while simultaneously seeking the elimination of all forms of discrimination. The CO2 program broadly covers civility and is not limited to equal opportunity issues. It addresses any issue, problem, or work force dissatisfaction which may be resolved through discussion and understanding. CO2 encompasses those actions that require sensitivity as related to the feelings or needs of others; an awareness of the impact of one's own behavior toward others; being supportive of others; and fairness to others.
4. The multicultural nature of American society makes it imperative that the U.S. Army has a program to foster and strengthen the command climate and understand human relations within the command/activity/office, reinforcing the importance of trust, teamwork, and respect for others. The CO2 program fosters this culture among all military and civilian work teams to enhance workforce productivity. These goals are consistent with and complement our Total Army Quality Objectives and Army Values.

*This policy supersedes SMDC-EO Policy No. 600-1, dated 14 January 2019.

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5. The three elements of the CO2 program are education, enforcement, and ownership, with education as the centerpiece.

a. Education is accomplished through small group training. The workforce is encouraged to attend at least one ethnic or special observance each year.

b. Under enforcement, all USASMDC leaders and supervisors are expected to respond promptly to resolve issues which surface during training sessions requiring the CO2 Methodology forum.

c. Ownership focuses acceptance of the program by all members of our organization. The CO2 program's success depends on the full acceptance and participation of the workforce.

6. This policy is posted on the CMDNet as required reading for all assigned personnel.

"SECURE THE HIGH GROUND"

*Treat everyone
with dignity + respect!*


DANIEL L. KARBLER
Lieutenant General, USA
Commanding

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