



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

SMDC-EO Policy No. 600-21*

AUG 01 2024

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Equal Opportunity (EO) Reprisal Policy

1. References:

- a. Army Regulation 600-20, Army Command Policy, 24 July 2020.
- b. Army Regulation 15-6, Procedures for Investigating Officers and Boards of Officers, 1 April 2016.
- c. DOD Directive No. 7050.6, Military Whistleblower Protection, 17 April 2015.

2. This policy provides guidance to U.S. Army Space and Missile Defense Command (USASMDC) employees on their right to protection against reprisal and is applicable to all USASMDC organizational elements.

3. In accordance with ref 1.c., Department of the Army personnel are prohibited from acts of reprisal against any Soldier for filing a complaint of unlawful discrimination or sexual harassment. Soldiers shall be free from reprisal for making or preparing a protected communication.

4. No person shall restrict a member of the Armed Services from making a protected communication with a member of Congress; an Inspector General (IG); a member of a DOD audit, inspection, investigation, or law enforcement organization; or any other person or organization (including any person in the chain of command) designated under this regulation or other administrative procedures to receive such communication.

5. No employee or Soldier may take or threaten to take an unfavorable personnel action, or to withhold or threaten to withhold a favorable personnel action, in reprisal against any Soldier for making or preparing a protected communication.

*This policy supersedes SMDC-EO Policy No. 600-21 16 October 2019.

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6. The chain of command shall ensure complainants are protected from reprisal or retaliation for filing EO complaints. Should Soldiers be threatened with such an act, or should an act of reprisal occur, they must report these circumstances to the DOD IG. If the allegation of reprisal is made known to any agency authorized in AR 600-20 to receive complaints, the agency should refer the complaint to the DOD IG. It is strongly encouraged to simultaneously report such threats or acts of reprisal to the appropriate chain of command. The DOD IG Hotline number is 1(800) 424-9098 or DSN 664-8799 and may be used to report threats or acts of reprisal.

7. USASMDC chain of command supports a thorough, expeditious, and unbiased investigation into allegations as necessary to resolve all complaints. It is necessary that all parties be treated in a professional manner both during and following the conduct of the investigation.

8. This policy is posted on the CMDNET SharePoint website as required reading for all assigned personnel.

"SECURE THE HIGH GROUND"

A handwritten signature in black ink, appearing to read 'S. Gaaney', with a long horizontal line extending to the right.

SEAN A. GAINEY
Lieutenant General, USA
Commanding

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