



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

SMDC-EO Policy No. 600-22*

AUG 01 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Leaders (EOL) Policy

1. References:

- a. Army Regulation 600-20, Army Command Policy, 20 July 2020.
- b. Army Regulation 15-6, Procedures for Administrative Investigations and Boards of Officers, 1 April 2016.

2. This policy establishes the EOL Program for the U.S. Army Space and Missile Defense Command's (USASMDC) Equal Opportunity Program, and is applicable to all USASMDC organizational elements.

3. All battalion and company-level commanders (and activities/organizations without assigned EO personnel) will appoint EOLs who are members of the chain of command in the rank of SGT (P), 1LT and above in writing. The EOLs will be trained and certified through the 80-hour Equal Opportunity Leaders Course (EOLC).

4. EOLs will assist commanders at battalion level or equivalent and below in carrying out the EO program within their unit. EOL is an additional duty at battalion level (or equivalent) and below. Soldiers who are graduates of Defense Equal Opportunity Management Institute (DEOMI) and have been awarded the skill qualifying identifier Q or officer additional skill identifier ST are still available to perform as additional unit EOLs after successful completion of their special duty tour as an Equal Opportunity Advisor (EOA).

5. EOL Responsibilities:

- a. Assist commanders in addressing EO climate detractors.
- b. Continuously assist commanders in the conduct of climate assessments.
- c. Coordinate, prepare, and assist the EOA and commander in conducting EO training.

*This policy statement supersedes SMDC-EO Policy No. 600-22, 16 December 2019.

d. Establish and maintain liaison with other EOLs and with the EOA at higher headquarters.

e. Assist commanders and assigned project officers in preparing and conducting Army Heritage Month activities.

f. Assist complainants by referring them to an appropriate agency for assistance. Complaints referred to another agency will be reported to the EOA. EOLs may not conduct investigations and are not trained to fully advise AR 15-6 investigating officers in their EO investigations. Any commissioned officer performing the additional duty of EOL may be asked (in the capacity of a commissioned officer and as a disinterested third party) to conduct investigations. In those situations, the EOL should not investigate on EO complaints within their organization.

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

A handwritten signature in black ink, appearing to read 'SEAN A. GAANEY', with a long horizontal flourish extending to the right.

SEAN A. GAINEY
Lieutenant General, USA
Commanding

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