



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

SMDC-MEO Policy No. 600-2

02 October 20

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Military Equal Opportunity (MEO) and Harassment Prevention and Response

1. References:

- a. Army Regulation 600-20, Army Command Policy, Paragraph 6-2, 24 July 2020.
- b. Training Circular 26-6, Commander's Equal Opportunity Handbook, 23 June 2008.

2. Purpose: To provide USASMDC the Commander's guidance concerning the U.S. Army's MEO Program.

3. Applicability: This policy applies to all military members assigned or attached to USASMDC.

4. Our ability to accomplish our mission is absolutely dependent on the readiness of every member of this team, and on maximizing their contributions to the unit's efforts by making the most of their individual skills. My command is committed to fostering an environment that promotes and practices diversity, equity, and inclusion. The MEO program is designed to ensure all personnel are treated with dignity and respect and protect them from unlawful discrimination. Discrimination occurs when someone, or a group of people, is harassed, intimidated, insulted, humiliated, or is treated less favorably than another person or group, because of their race, color, sex (to include gender identity), national origin, religion, or sexual orientation. The MEO and Harassment Prevention and Response Programs formulate, direct, and sustain a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness.

5. People are our greatest resource, and I depend on my leadership team to create an environment where everyone is treated with dignity and respect. I expect leaders to build and maintain cohesive teams that are focused to accomplish the mission; foster and maintain positive command climates; and to resolve complaints of discrimination and harassment at the lowest possible level.

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6. Equal Opportunity and Harassment Prevention and Response are leadership issues, based on fair, equal treatment, and respect for all. The Army's MEO objective is clear and simple that no form of discrimination or harassment will be condoned. Those found guilty of such actions will be subject to possible disciplinary action, as will those who knowingly make false allegations.


7. You are encouraged to file a report without fear of reprisal or retaliation. Any act of reprisal or attempts to discourage the filing of an MEO complaint will not be tolerated.

8. All Commanders will conduct the Army Heritage Month during the month of June (annually) with the assistance and advice of the MEO Office(s) in order to promote the Army Values, foster a culture of equity and inclusion, and to promote unit cohesion, teamwork, and Esprit de Corps. All personnel desiring to participate in the Army Heritage Month activities will be given a reasonable opportunity to do so.

9. The USASMDC MEO Office is the lead agency for assistance with filing MEO complaints and the point of contact for this memorandum at 256-955-9993.

10. 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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