

**POLICY OR PRECEDENT**  
**(XVIII Abn Corps and Ft Bragg Memo 25-50)**

<b>1. SUBJECT</b> Command Policy Statement - Equal Opportunity Complaint Procedures and Reprisals		<b>2. MASTER POLICY NO.</b> EO-98-03
<b>3. ORIGINATOR</b> AFVC-EO	<b>4. PHONE NUMBER</b> 432-0663	<b>5. DATE ESTABLISHED</b> 10/02/00

**6. SYNOPSIS: (if more space is needed, use reverse side.)**

1. The policy of the U.S. Army is to provide equal opportunity and fair treatment for soldiers and their families without regard to race, color, religion, gender, or national origin. As part of this policy all soldiers and their family members have the right to:

- a. Present a complaint to the command without fear of intimidation, reprisal, or harassment.
- b. Communicate with the chain of command concerning their complaint.
- c. Receive assistance when submitting a complaint.
- d. Receive training on the Army's equal opportunity complaint and appeals process.

2. There are two types of EO complaints: **INFORMAL** and **FORMAL**.

- a. An informal complaint is any complaint that a soldier or family member does not file in writing. These complaints should be resolved at the lowest possible level, either by the individual, another unit member, or a person in the chain of command. Informal complaints are not subject to time suspenses and are not reportable.
- b. A formal complaint is any complaint a soldier or family member files by submitting a sworn statement on DA Form 7279-R (Equal Opportunity Complaint Form). Although the processing of equal opportunity complaints through the chain of command is strongly encouraged, this is not the only channel available to soldiers and their family members. The alternate agencies to file a complaint include: higher echelon in the chain of command, Equal Opportunity Advisors, Inspector General, Chaplain, Provost Marshal/CID, Staff Judge Advocate, and Housing Referral Office. The required timelimes, reporting procedures and investigation procedures associated with a formal complaint are clearly spelled out in AR 600-20, Appendix E. I expect these procedures to be followed in resolving formal EO complaints.

3. Reprisal. Leaders are prohibited from taking any action that discourages a soldier or family member from filing a complaint or seeking assistance in resolving EO matters. It is a chain of command responsibility to ensure the complainant is protected from reprisal or retaliation for filing an equal opportunity complaint. Should soldiers or family members be threatened with such an act, or should an act of reprisal or retaliation occur, immediately report the circumstances to the chain of command, the Inspector General, or to the higher headquarters Inspector General.

<b>7. TYPE POLICY</b>  <input type="checkbox"/> <b>NEW</b>  <input checked="" type="checkbox"/> <b>CHANGE</b>  <input type="checkbox"/> <b>REVOCATION</b>	<b>8. IDENTIFY POLICY AFFECTED</b> This policy supersedes policy EO-98-03, dtd 15 Jul 97 this Headquarters, subject as above.
	<b>9. APPROVED:</b> //ORIGINAL SIGNED// JOHN R. VINES, Major General, USA, Commanding

**10. DIRECTIVE ON WHICH BASED (Show date, subject, and origin.)**  
 15 JUL 99, Army Command Policy, AR 600-20

<b>11. DISTRIBUTION</b> A	<b>12. DATE PUBLISHED</b>
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