



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY FORCES COMMAND
1777 HARDEE AVENUE SW
FORT McPHERSON, GEORGIA 30330-1062

AFPI-EE

22 MAR 2007

MEMORANDUM FOR

Commander, Third US Army
Commanders, All FORSCOM Troop Units
Commanders, Major Subordinate Commands
Commanders, FORSCOM Installations
Commanders, Major FORSCOM Troop Units on Non-FORSCOM Installations

SUBJECT: US Army Forces Command (FORSCOM) Policy on Equal Opportunity

1. Equal opportunity in the workplace is essential for combat readiness. I fully endorse the policies of the Secretary of Defense and the Secretary of the Army that ensure equal opportunity for soldiers, their family members, civilians, and applicants for employment based on qualification, merit, and fitness regardless of race, color, religion, gender, or national origins. Civilians and applicants are further protected against discrimination based on age and physical or mental disability.
2. I am fully committed to the principles of equal opportunity and ensuring that leaders at all levels adhere to the letter and spirit of governing directives.
3. People are the cornerstone of readiness. Equal opportunity has a direct, positive effect on mission performance, professional growth, morale, and recruitment of qualified applicants for employment. A strong leadership role is required to make equal opportunity a reality for everyone.


LARRY R. ELLIS
General, USA
Commanding



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SUBJECT: US Army Forces Command (FORSCOM) Policy on the Prevention of Sexual Harassment

1. It is the policy of FORSCOM that sexual harassment is unacceptable conduct and will not be tolerated. I am fully committed to creating an environment free of sexual harassment for all soldiers and civilians. Everyone should expect to be treated with dignity and respect. Therefore, leaders at all levels have the responsibility to make that expectation a reality.

2. Sexual harassment is a form of gender discrimination that violates acceptable standards of integrity and impartiality required of all personnel and interferes with the mission of FORSCOM. Sexual harassment is defined in law and regulation as:

a. Influencing, offering to influence, or threatening the career, pay, or job of another person, woman or man, in exchange for sexual favors; or

b. Deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature.

3. It is important for sexual harassment to be understood before we can deal effectively with its prevention. Therefore, FORSCOM soldiers and civilians will receive training in what constitutes sexual harassment. I expect all leaders to take both preventive and corrective action to eliminate sexual harassment.


LARRY R. ELLIS
General, USA
Commanding