DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MEDICAL DEPARTMENT CENTER AND SCHOOL
AND FORT SAM HOUSTON
2250 STANLEY ROAD
FORT SAM HOUSTON, TX 78234-6100

MCCS-BEO

11 JUL 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy on Equal Opportunity

1. Equal Opportunity is an essential element of readiness at all levels of command and contributes to unit cohesion and mission accomplishment. A work environment built around equal opportunity and fair treatment for all Soldiers, civilian employees, and family members is vital to the accomplishment of the mission.

2. Acts of prejudice and discrimination, whether subconscious or deliberate, reflect insensitivity and unfairness and attack the fiber of our organization and our mission. Each commander, supervisor, and member of its command must work as a team to eliminate bias and promote a healthy organizational climate to motivate and maintain a well-disciplined workforce.

3. As the Equal Opportunity officer of this command, I fully support the Army's policy of equal opportunity based solely on merit, fitness, and capability. I expect all leaders of the US Army Medical Department Center and School and Fort Sam Houston to provide equal opportunity and fair treatment of military personnel, family members and DA civilians without regard to race, color, gender, religion or national origin, and to provide an environment free from unlawful discrimination and offensive behavior. This policy applies both on and off-post, during duty and non-duty hours, and to all working, living, and recreational environments, including both on and off post housing.

4. All personnel within this command will become familiar with and follow Department of Defense Human Goals Charter, which embraces the principal that "the individual has infinite dignity and worth."

5. This policy will be posted on all bulletin boards.

RUSSELL J. CZERW
Major General, DC
Commanding

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