



DEPARTMENT OF THE ARMY  
UNITED STATES ARMY EUROPE  
UNIT 29351  
APO AE 09014-9351

AEPE-UEO

7 February 2018

MEMORANDUM FOR All Military and Civilian Personnel in the Army in Europe

SUBJECT: Equal Opportunity (AE Cmd Memo 2018-005)

1. References:

- a. AR 600-20, Army Command Policy.
- b. Army Directive (AD) 2015-39, Inclusion of Sexual Orientation in the Military Equal Opportunity Program.
- c. AD 2016-35, Army Policy on Military Service of Transgender Soldiers.

2. Equal opportunity is an essential element of readiness at all levels of command and contributes to unit cohesion and mission accomplishment. A work environment that promotes equal opportunity and fair treatment for all Soldiers, Civilian employees, and Family members is vital to accomplishing our mission.

3. Acts of prejudice and discrimination, whether resulting from subconscious bias or deliberate intent, are indications of insensitivity and unfairness and are detrimental to our organization and our mission. Commanders, supervisors, and all other members of the Army in Europe must work as a team to eliminate bias and promote a healthy organizational climate to motivate and maintain a well-disciplined workforce.

4. As the USAREUR Equal Opportunity Officer, I fully support the Army's policy of equal opportunity based solely on merit, fitness, and capability. I expect all leaders to ensure the equal and fair treatment of all personnel without regard to color, national origin, race, religion, sex (including gender identity), or sexual orientation, and to provide an environment free of unlawful discrimination and offensive behavior.

A handwritten signature in black ink, appearing to read "Cavoli".

CHRISTOPHER G. CAVOLI  
Lieutenant General, USA  
Commanding