

August 10, 1995

ARMY POLICY STATEMENT ON EQUAL OPPORTUNITY

For today's Army to continue to be the best in the world, we all must remain committed to the ideals of fairness and equality of opportunity. They are integral components of our values based organization. Values are the foundation of this institution...always have been, always will be. We affirm our commitment to these principles and pledge to ensure that equal opportunity and freedom from sexual harassment are the standards in America's Army.

People remain the cornerstone of readiness. Sophisticated weapons systems and modern technology are of little value without a dedicated, trained team of professional soldiers and civilians. Each must be treated fairly and with dignity and respect in all aspects of daily interactions. We expect all to treat one another as they would want to be treated. Leaders at all level must continue to establish and maintain command climates that focus efforts toward mission accomplishment. If either the perception or the reality of unequal treatment exists in the organization, the mission suffers. We all rightfully expect standards to be enforced as we live the Army's values.

We are justifiably prod of the many accomplishments America's Army has made in the field of human rights and we will continue to build on these past accomplishments. Leaders at all levels must continue to assess the environment, in which their soldiers and civilians work and live. Every person has a right to compete for advancement based upon their individual abilities and merit, irrespective of skin color, ethnic background, religious faith, or gender. We challenge each leader to create and maintain an environment of zero tolerance for discrimination and sexual harassment. It is our obligation to the Army, to the nation, and to its people.

We will continue to demonstrate that America's Army is the equal opportunity leader in the nation and the institution where men and women of diverse backgrounds can aspire to and achieve greatness.

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Chief of Staff

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