

Purpose of Ethnic Observances

Equal Opportunity Special/Ethnic observances are conducted each year and are designed to enhance cross-cultural awareness among all Soldiers, civilian employees and their families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society. The observances should also promote understanding, teamwork, harmony, pride and esprit among all groups, not just within the specific group being honored.

*Special Commemorations/Ethnic Observances
(AR 600-20, Table 6-1)*

January – 3rd Monday
Observance: Martin Luther King, Jr., Birthday

1 – 28/29 February
Observance: African-American/Black History Month

1 – 31 March
Observance: Women’s History Month

April/May – Sunday to Sunday
Observance: Holocaust Remembrance Day/ Days of Remembrance

1 – 31 May
Observance: Asian Pacific American Heritage Month

26 August
Observance: Women’s Equality Day

15 Sep – 15 October
Observance: Hispanic Heritage Month

1 – 31 October
Observance: National Disability Employment Awareness Month

1 – 30 November
Observance: National American Indian Heritage Month

If interested in participating or planning future observances, please call, 309-782-9060

Points of Contacts

Headquarters, First U.S. Army

Equal Opportunity Office

1 Rock Island Arsenal, Bldg 68
Rock Island, IL 61299-5000
Commercial: 309-782-9060
DSN: 793-9060

Rock Island Arsenal

Equal Employment Office

1 Rock Island Arsenal, Bldg 90
Rock Island, IL 61299-5000
Commercial: 309-782-2548
DSN: 793-2548

Installation Command

Sexual Assault Response Coordinator

1 Rock Island Arsenal, Bldg 110
Rock Island, IL 61299-5000
Commercial 309-782-3773
DSN: 793-3773
Fax: 30-782-0395



Equal Opportunity

“Dignity and Respect for All”

Mission

Provide equal opportunity advice, support, and training to Commanders, Soldiers, Department of the Army Civilians, and Family Members assigned and attached to the First Army Team.

Vision

To make First United States Army Training Readiness Mobilization Equal Opportunity program the model for the United States Armed Forces.

FIRST IN DEED

This leaflet is intended to provide information about the U.S. Army Equal Opportunity Policy and Complaint Process IAW AR 600-20, Chapter 6 within the U.S. Army.

Equal Opportunity is the right of all persons to participate in and benefit from programs and activities for which they are qualified. These programs and activities shall be free from social, personal, or institutional barriers that prevent people from rising to the highest level of accountability possible. Persons shall be evaluated only on individual merit, fitness, capability, and potential, regardless of ***race, color, sex, national origin, or religion***, except as prescribed by statute, or other Service policy.

Purpose of the Equal Opportunity (EO) Program is to formulate, direct, and sustain a comprehensive effort to maximize human potential and to ensure fair treatment for all persons based solely on merit, fitness, and capability in support of readiness. The EO philosophy is based on fairness, justice, and equity. Commanders are responsible for sustaining a positive EO climate within their units.

Goals of the Equal Opportunity Program are to:

- Provide EO for military personnel, and Family Members, both on and off post and within the limits of the laws of localities and states.
- Create and sustain effective units by eliminating discriminatory behaviors, sexual harassment, or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of men and women of the Army.

The Equal Opportunity and Equal Employment Opportunity Relationship The EO program for military personnel and the EEO program for civilian personnel share the same foundations in similar goals and objectives. However, their practice and execution are considerably different. The EEO program implements laws which address employment issues for civilian employees and applicants for employment.

Individual Rights

Soldiers, Family Members and DA civilians have the right to:

- Present a complaint to the command without fear of intimidation, reprisal, or harassment.
- Communicate with the commander concerning their complaint.
- Receive assistance when submitting a complaint
- Receive training on the Army's Equal Opportunity complaint and appeals process.

Individual Responsibilities

- While not required, it is recommended that the individual attempts to resolve a complaint by first informing the alleged offender that the behavior MUST stop.
- Advise the commander of the specifics of sexual harassment and unlawful discrimination complaints and provide the commander an opportunity to take appropriate action to rectify/solve the issue.
- Submit only legitimate complaints and exercise caution against unfounded or reckless charges.

Actions of the Commander

Upon receipt of a complaint, the commander will ensure that the complainant has been sworn to the complaint. The commander will either conduct an investigation personally or immediately appoint an investigating officer according to the provisions of AR 15-6. Depending on the magnitude of the complaint, the commander may deem it necessary to ask the next senior commander in the chain of command to appoint the investigating officer. The commander will establish and implement a plan to protect the complainant, any named witnesses, and alleged perpetrator from acts of reprisal.

Final Resolution

Complaints may be appealed to the first General Court Martial Authority in the chain of command. The only exception to this is where organizations have Memorandums of Understanding or Support that delegate Uniform Code of Military Justice authority to a local commander. Decisions at this level are final.

Procedures for processing EO complaints

Informal Complaint

An informal Complaint is any complaint that a Soldier or Family Member or DA Civilian does not wish to file in writing. Informal complaints may be resolved directly by the individual, with help of another unit member, the commander or other person in the complainant's chain of command; they are not subject to time suspense but will be resolved in a timely manner.

In some informal complaints, the person or agency receiving the complaint may be able to resolve the issue while maintaining the confidentiality of the complainant. While maintenance of confidentiality should be attempted, it will neither be guaranteed nor promised to the complainant.

Formal Complaint

A Soldier, Family Member, or DA civilian files a formal complaint in writing on a DA Form 7279-R (Equal Opportunity Complaint Form) and swears to the accuracy of the information. The complainant will specify the alleged concern, provide the names of the parties involved and witnesses, describe the incident(s)/behavior(s), and indicate the date(s) of the occurrences(s). Soldiers, Family members have 60 calendar days from the date of the alleged incident in which to file a formal complaint.

Processing of EO complaints through the unit chain of command is strongly encouraged; it will not serve as the only channel available to Soldiers to resolve complaints. Should the complainant feel uncomfortable in filing a complaint with his/her unit chain of command, or should the complaint be against a member of that chain of command, the following is a list of alternative agencies through which the issues may be identified for resolution.

- Third Party
- Equal Opportunity Advisor (EOA)
- Inspector General (IG)
- Staff Judge Advocate
- Chaplain
- Provost Marshal
- Medical Agency Personnel
- Chief, Community Housing Referral and Relocation Services Office (CHRRS)