



DEPARTMENT OF THE ARMY  
HEADQUARTERS, UNITED STATES ARMY 20TH CBRNE COMMAND  
(CHEMICAL, BIOLOGICAL, RADIOLOGICAL, NUCLEAR, EXPLOSIVES)  
6573 HAVRE DE GRACE STREET, BUILDING 5016  
ABERDEEN PROVING GROUND, MD 21005-5201

JUN 09 2020

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 20th CBRNE Command Policy Letter No. 5, Equal Opportunity (EO) Program

1. References.

a. Army Regulation (AR) 600-20 (Army Command Policy), Chapter 6, Appendix C, 6 November 2014.

b. U.S. Army Forces Command, ACCG, Commanding General Policy Memorandum No. 2 – Equal Opportunity (EO) Program.

2. Applicability. This policy applies to all Soldiers and Civilians assigned or attached to the 20th CBRNE Command, and supplements the standard reporting requirements outlined in paragraph 1.

3. Purpose. The 20th CBRNE Command is fully committed to ensuring the Army's EO Program supports every activity and function within this command to promote a positive work environment free of discrimination, prejudice, verbal abuse, insensitivity, offensive behavior and thoughtlessness. Our Soldiers, Civilians and their Family members deserve a command climate that treats everyone on the basis of capability and merit without regard to race, color, religion, national origin, sex (to include gender identity), or sexual orientation.

4. Soldiers, Civilians and their Family members will be given full opportunity to develop professionally and personally, free from prejudice and discrimination. I want to ensure that we have a command climate that encourages every member of the team to freely identify and report injustices and discrimination of any form, without the threat of intimidation or reprisal. I expect everyone to take swift and positive steps to help eradicate bias behaviors and discriminatory practices. Discrimination, in any form, will not be tolerated.

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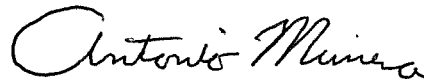
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5. Commanders at every echelon are the EO officers of their unit. I hold them personally responsible and accountable for their unit's EO climate. Only with full command support can the objective of equal opportunity become a reality. Soldiers, Civilians and their Family members are encourage to use the command's EO complaint process and report all violations to their chain of command. Should anyone feel uncomfortable or fearful about filing a complaint with their chain, there are number of alternate channels, to include my EO staff. If anyone feels that his or her grievance is not receiving command attention, my door is always open.

6. Supersession. This policy supersedes 20th CBRNE Command Policy Letter No. 5, EO Program, dated 18 November 2019.

7. Expiration. This policy remains effective until superseded or rescinded.

8. Point of contact for this policy is the 20th CBRNE Command EO Advisor at commercial (410) 306-2625 or DSN 458-2625.



ANTONIO V. MUNERA  
Brigadier General, USA  
Commanding

DISTRIBUTION:

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COMMANDER, 48TH CHEMICAL BRIGADE  
COMMANDER, 52D ORDNANCE GROUP (EOD)  
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