



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND  
950 JEFFERSON AVENUE  
FORT EUSTIS VIRGINIA 23604-5700

ATCS-E

1 2 NOV 2015

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: TRADOC Policy Letter 8, Equal Opportunity

1. References:

- a. Army Regulation 600-20 (Army Command Policy), 6 November 2014.
- b. Department of Defense (DoD) Directive 1020.02E (Diversity Management and Equal Opportunity in the DoD), June 8, 2015 (Encl 1).
- c. Army Directive 2015-39 (Inclusion of Sexual Orientation in the Military Equal Opportunity Program), 14 October 2015 (Encl 2).

2. This memorandum supersedes TRADOC Policy Letter 8, Equal Opportunity (EO), dated 21 Apr 2014, and adds sexual orientation as a factor that should not be discriminated against in the Military Equal Opportunity Program, as per reference 1c.

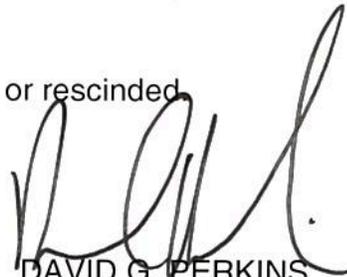
3. Diversity in today's Army is reflective of the changing Nation we serve. I support and am committed to the concepts, policies, and objectives of the Army's Equal Opportunity (EO) Program. I expect all TRADOC leaders to ensure a workplace for our Soldiers that is free from harassment and unlawful discrimination on the basis of race, color, national origin, religion, gender, or sexual orientation.

4. I am strongly committed to ensuring discrimination does not exist in our policies, practices, or actions and expect no less than complete support by all within TRADOC. Successful mission accomplishment is dependent upon an environment where diversity is respected, policies and procedures are transparent, inclusion is practiced, and all team members are treated with dignity and respect.

5. Commanders, leaders, and supervisors should encourage Soldiers to first use their chain of command to resolve their concerns and complaints. In the event a Soldier or Family member wishes to file an EO complaint, procedures for doing so are attached (Encl 3). Leadership will ensure that anyone seeking to file an EO complaint alleging harassment and unlawful discrimination is protected from acts or threats of reprisal or retaliation.

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6. This policy is effective until superseded or rescinded.



DAVID G. PERKINS  
General, U.S. Army  
Commanding

3 Encls

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