



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
UNITED STATES ARMY FORCE MANAGEMENT SCHOOL
5500 21ST STREET, BUILDING 247, SUITE 1400
FORT BELVOIR, VIRGINIA 22060-5923

SEP 29 2015

DAMO-FMS

MEMORANDUM FOR Staff and Faculty of the Army Force Management School
(AFMS)

SUBJECT: AFMS Policy Letter #1 – Equal Opportunity (EO)

1. As Commandant, I fully endorse the EO policy set forth by the US Army. Equal Opportunity is everyone's business. Every individual assigned to this school has a responsibility to promote a positive working environment that is free of discrimination. I want to guarantee Soldiers, Leaders, Department of the Army Civilians and Contractors and their family members a command climate that treats everyone with respect, dignity, and compassion without regard to race, color, religion, nationality, or gender.
2. Every individual will be given the fullest opportunity for professional achievement and personal growth. I want to ensure that we have a command climate that promotes and encourages everyone to identify and report injustices and discrimination of any form without the threat of intimidation or reprisal. I expect every leader to take swift and positive steps to help extricate biased behaviors and discriminatory practices. Discrimination and sexual harassment in any form is unacceptable and will not be tolerated.
3. I challenge each and every individual to make this policy a living document. It is only with your total support that equal opportunity can become a reality. Anyone assigned or attached to, or working at, AFMS who violates this policy will be subject to disciplinary action. Soldiers, Department of the Army Civilians, Contractors, and their family members are encouraged to use the EO representative located at 9725 Belvoir Road, Building 1000, (703) 805-2288/5390. Should anyone feel uncomfortable or fearful about filing a complaint thru normal reporting channels, feel free to see me as I have an open door policy.

DAMO-FMS

SUBJECT: AFMS Policy Letter #1 – Equal Opportunity (EO)

4. This policy memorandum will be given the widest dissemination and shall be used during in processing to all students.

A handwritten signature in black ink, appearing to read 'A. Notgrass', enclosed within a faint, hand-drawn oval.

ALAN C. NOTGRASS
Colonel, U.S. Army
Commandant