



REPLY TO
ATTENTION OF:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 12TH COMBAT AVIATION BRIGADE
ANSBACH ARMY HELIPORT, GERMANY
APO AE 09177-8710

AETV-CAB

9 July 2013

MEMORANDUM FOR All 12th Combat Aviation Brigade (CAB) Military and Civilian Personnel

SUBJECT: 12th CAB Command Policy Letter 1, Equal Opportunity

1. Reference AR 600-20, Army Command Policy
2. Equal opportunity is an essential element of readiness at all levels of command and contributes to unit cohesion and mission accomplishment. A work environment that promotes equal opportunity and fair treatment for all Soldiers, civilian employees, and Family members is vital to the accomplishment of all 12th CAB missions.
3. Acts of prejudice and discrimination, in any form, are detrimental to our organization and our mission. Commanders, supervisors, and other members of this command will work as a team to eliminate bias and promote a healthy organizational climate to maintain a well-disciplined workforce.
4. The chain of command will process complaints of discrimination in a timely manner and will assure fair adjudication. Leaders will resolve complaints at the lowest level to ensure a thorough and unbiased resolution. Leaders will examine and modify or eliminate policies and precedents that may lead to discrimination.
5. I fully support the Army's policy of equal opportunity based solely on merit, fitness, and capability. I expect all leaders to ensure the equal and fair treatment of all personnel without regard to race, color, gender, religion, or national origin, and to provide an environment free from unlawful discrimination and offensive behavior.

WINGS OF VICTORY!


VINCENT H. TORZA
COL, AV
Commanding