



DEPARTMENT OF THE ARMY
LANSTUHL REGIONAL MEDICAL CENTER
UNIT 33100
APO AE 09180-3100

MCEU-LCO

17 March 2025

MEMORANDUM FOR ALL PERSONNEL ASSIGNED TO OR ATTACHED TO
LANDSTUHL REGIONAL MEDICAL CENTER (LRMC)

SUBJECT: LRMC Command Policy Letter 8, Military Equal Opportunity and
Harassment Prevention and Response Program

1. References:

a. AR 600-20, Army Command Policy, 6 February 2025

b. Medical Readiness Command Europe Policy Letter 25-007, Military Equal
Opportunity and Harassment Prevention and Response, 22 February 2025

2. Purpose: To provide the LRMC Commander's guidance regarding the U.S. Army's
Equal Opportunity Program.

3. Applicability: This policy applies to all Service Members, DA Civilians, DHA Civilians,
assigned or attached to LRMC and their family members. However, it does not apply to
DA Civilians and DHA Civilians wishing to file a harassment complaint; they should seek
assistance with their Equal Employment Opportunity (EEO) Office.

4. Our ability to accomplish our mission is dependent upon the readiness of every
member of this team, both military and civilian, and on maximizing their contributions to
the unit's efforts by making the most of their individual skills. My command is committed
to fostering an environment that promotes and practices dignity and respect for all.

5. The Military Equal Opportunity (MEO) program is designed to ensure that all
personnel are treated with dignity and respect, and to protect them from unlawful
discrimination, hazing, bullying, and discriminatory harassment.

6. Discrimination occurs when someone, or a group of people, are harassed,
intimidated, insulted, humiliated, or are treated less favorably than another person or
group because of their race, color, sex, national origin, religion, or sexual orientation.

*This memorandum replaces LRMC Command Policy Letter 8, dtd 29 June 2023.

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7. The MEO and Harassment Prevention and Response programs formulate, direct, and sustain a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness.

8. People are our greatest resource, and I depend on my leadership team to create an environment where everyone is treated with dignity and respect. I expect leaders to build and maintain cohesive teams, focus on accomplishing their mission, foster and maintain a positive command climate, and resolve complaints of discrimination and harassment at the lowest possible level.

9. MEO and Harassment Prevention and Response is a leadership issue based on fairness, equal treatment, and respect for all. The standard of conduct is clear and simple: no form of discrimination or harassment will be condoned. Those found guilty of such actions will be subject to disciplinary action, as will those who knowingly make false allegations of discrimination or harassment.

10. You are encouraged to file a report without fear of reprisal or retaliation. Any act of reprisal or attempts to discourage the filing of an EO complaint will not be tolerated.

11. LRMC and its subordinate commands will celebrate Army Heritage Month during the month of June (annually) with the assistance and advice of the MEO Office(s) to promote the Army Values, celebrate the history, valor, and success of military heroes, and foster unit cohesion, teamwork, and Esprit de Corps. All personnel desiring to participate in the Army Heritage Month Activities will be given reasonable opportunity to do so.

12. The LRMC Military Equal Opportunity Office is the lead agency for assistance with MEO and Harassment Prevention and Response. The point of contact for this memorandum is the LRMC Equal Opportunity Advisor, MSG Charles Cannon-Cherry at Charles.a.cannon-chery.mil@health.mil or DSN 314-590-4495.



THEODORE R. BROWN
COL, MC
Commanding