



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

MCEU-LCO

29 June 2023

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

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

1. References:

- a. AR 600-20, Army Command Policy, 24 July 2020.
- b. TC 26.6, Commander's Equal Opportunity (EO) Handbook, 23 June 2008
- c. Medical Readiness Command Europe Policy Memo 22-006, Military Equal Opportunity and Harassment Prevention and Response, 03 August 2022

2. Purpose: To provide the Landstuhl Regional Medical Center (LRMC), Commander's guidance concerning the U.S. Army's EO Program.

3. Applicability: This policy applies to all military, 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 absolutely dependent on 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 diversity, equity, and inclusion.

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.

6. Discrimination occurs when someone, or a group of people, is harassed, intimidated, insulted, humiliated, or is treated less favorably than another person or group because

*This memorandum replaces LRMC Command Policy Letter 8, dtd 20 May 21.

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of their race, color, sex (to include gender identity, pregnancy), national origin, religion, or sexual orientation.

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 positive command climate's; 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 Army's MEO 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.

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. The LRMC Commander will execute the Army Heritage Month during the month of June (annually) with the assistance and advice of the MEO Office(s) in order to promote the Army Values, foster a culture of equity and inclusion, and to promote 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 filing MEO complaints. The point of contact for this memorandum is SFC Sheldon D. Holliday at sheldon.d.holliday.mil@health.mil or DSN 314-590-6289/4495.



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COL, MC
Commanding

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