



HEADQUARTERS, UNITED STATES FORCES KOREA
UNIT #15237
APO AP 96271-5327

24 FEB. 2022.

FKCC

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Force Korea (USFK) Command Policy Letter #4, Equal Opportunity and Equal Employment Opportunity


1. References. See Enclosure.
2. Applicability. This policy applies to all USFK Service members, Civilians, invited contractors, technical representatives, and dependents.
3. Recognizing there is strength in diversity, and consistent with the Department of Defense's policy, USFK is committed to promoting a diverse workforce and inclusive culture that reflects the diverse population of the United States. To that end, USFK is committed to fostering a robust equal opportunity and equal employment opportunity program ("equal opportunity programs"), which encompasses the entire USFK community.
4. Equal opportunity programs are essential elements of readiness that are vital to the accomplishment of the DoD national security mission. Equal opportunity ensures employees are able to participate in the workforce free from social, personal, or institutional barriers that prevent them from rising to the highest possible level of responsibility.
5. Promoting equality and equal opportunity is the goal. Prohibiting discrimination based on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation is non-negotiable.
6. Even more basic is ensuring the USFK community has an environment that is free of discrimination, hate, and harassment. As such, USFK will not tolerate actions that go against the fundamental principles of the oath we share to support and defend the Constitution of the United States, including actions associated with extremist or dissident ideologies. Those members, who witness acts of discrimination, hate, and harassment must report these acts immediately so leadership can take prompt action.
7. Leaders at all levels are tasked to foster a climate of inclusion that supports diversity and is free from prohibited discrimination. Additionally, leaders must respond appropriately to allegations of discrimination and prevent retaliation against an individual who files a complaint.

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8. While leaders must spearhead these efforts, each member of the USFK community is responsible in their own space and spheres of influence. Tolerance and acceptance must flow through everything we do.

Encl
as



PAUL J. LaCAMERA
General, U.S. Army
Commander

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Enclosure

REFERENCES

1. Department of Defense Directive 1020.02E, *Diversity Management and Equal Opportunity in the DoD* (8 June 2015, Incorporating Change 2, Effective 1 June 2018)
2. Department of Defense Instruction 1020.03, *Harassment Prevention and Response in the Armed Forces* (8 February 2018, Incorporating Change 1, Effective 29 December 2020)
3. Department of Defense Instruction 1020.04, *Harassment Prevention and Responses for DoD Civilian Employees* (30 June 2020)
4. Department of Defense Instruction 1020.05, *DoD Diversity and Inclusion Management Program* (9 September 2020)
5. Department of Defense Instruction 1325.06, *Handling Protest, Extremist, and Criminal Gang Activities Among Members of the Armed Forces* (27 November 2009; Incorporating Change 2, Effective 20 December 2021)
6. Department of Defense Instruction 1350.02, *DoD Military Equal Opportunity Program* (4 September 2020)
7. Department of Defense Instruction 1400.25, *DoD Civilian Personnel Management System*