



HEADQUARTERS, UNITED STATES FORCES KOREA

UNIT #15237
APO AP 96271-5237

FKCC-J1

13 July 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Forces Korea (USFK) Command Policy Letter #1, Equal Opportunity and Equal Employment Opportunity Policy

1. References:

a. DoD Directive 1020.02E, Diversity Management and Equal Opportunity in the DoD, 08 June 2015.

b. DoD Directive 1350.2, Department of Defense Military Equal Opportunity (MEO) Program, as amended 21 November 2003.

c. DoD Directive 1440.1, DoD Civilian Equal Employment Opportunity (EEO) Program, as amended 21 November 2003.

2. I fully support Department of Defense (DoD) policies on Equal Opportunity and Equal Employment Opportunity. Each person within the USFK community deserves to live and work in an environment that is not just free from unlawful discrimination but where we in fact fully embrace principles of diversity and inclusion. Treating each other with respect and human dignity is paramount to our combat readiness and our ability to *Fight Tonight*.

3. Leaders at all levels are compelled to combat hostile working environments and ensure appropriate assistance and complaint procedures are present, understood, and available for all personnel under their purview. Each component military service, all members of the civilian work force, contractors, and all other USFK personnel are expected to champion their respective advocacy programs and be proactive in ensuring a healthy command climate in which all members may thrive. Bias and prejudice, whether conscious or unconscious, has no place in the USFK community and we all have a responsibility to safeguard each other from discrimination and bigotry. The disruption caused by such malignant behaviors and attitudes impacts the mission as individuals mistrust those appointed to guide and care for them.

a. **Equal Opportunity (EO) for Military Personnel.** Discrimination based on race, color, national origin, religion, sex (including gender identity), or sexual orientation will not be tolerated. The chain of command is expected to aggressively adhere to policies designed to break down barriers to diversity while resolving complaints and concerns

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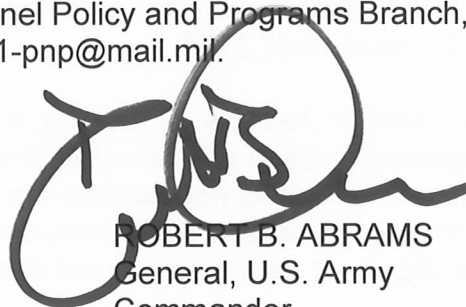
thoroughly and quickly. Reprisal against members who seek to utilize EO support shall not be tolerated.

b. **Equal Employment Opportunity (EEO) for Civilian Personnel.** Discrimination based on race, color, national origin, religion, sex, disability (physical /mental), and age will not be tolerated. Reprisal against members who seek EEO support shall not be tolerated.

4. We – the individuals who make up our USFK team regardless of rank, nationality, military or civilian, or chain of command -- all deserve to be treated with dignity and respect. If discrimination is occurring, numerous reporting mechanisms are available through the chain of command and other avenues such as Service EO advisor, chaplain, or component Inspector General (IG). Anonymous reports via the ICE system and the USFK Joint IG office are available as well. I further direct subordinate components to ensure that individuals impacted by discriminatory behavior have full access to counseling and mental health support to help them address incidents past and present.

5. This policy remains in effect until specifically rescinded or superseded.

6. Point of contact is J1, Personnel Policy and Programs Branch, DSN 755-4127, indopacom.humphreys.usfk.list.j1-pnp@mail.mil.



ROBERT B. ABRAMS
General, U.S. Army
Commander

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