



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 21ST THEATER SUPPORT COMMAND  
UNIT 23203  
APO AE 09263

AEREO

15 September 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 21st Theater Support Command Policy Letter 2, Equal Opportunity and Sexual Harassment

1. References:

- a. Army Regulation 600-20, Army Command Policy, 13 May 2002.
- b. Army in Europe Command Policy Letter 27, Equal Opportunity, 4 May 2003.

2. As the Command Equal Opportunity Officer, I completely support the goals of the Equal Opportunity Program. I am personally committed to eliminating discrimination and harassment within this command. Discrimination or harassment against any individual or group because of race, color, gender, religion, or national origin will not be tolerated.

3. I pledge an environment that encourages personal and professional growth, and affords all soldiers and civilian personnel the opportunity to advance to their fullest potential. Fair and just treatment of all personnel enhances morale, discipline, and command authority. This, in turn, builds the team that enables the 21st Theater Support Command to complete its mission.

4. Each unit commander will ensure that a soldier is designated as the unit Equal Opportunity Leader and that a viable program exists within the unit to support our goal of total cohesion. I ask each of you to support my efforts to guarantee equality of opportunity, eliminate discrimination, and promote harmony throughout our command.

5. For further information on discrimination, sexual harassment, complaint procedures, or any Equal Opportunity matter, contact my Equal Opportunity Advisor at 484-7236.

6. FIRST IN SUPPORT!

BENNIE E. WILLIAMS  
Major General, USA  
Commanding

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A (21st TSC Cir 25-30)