United States Armor Center and Fort Knox
Equal Opportunity Office

FORGE THE THUNDERBOLT

Mission: The Fort Knox Equal Opportunity Advisors assist commanders in their efforts to formulate and sustain a comprehensive effort to maximize human potential and to ensure fair treatment of all military members and their family members based solely in merit, fitness, and capability in support of readiness.

Purpose: Through the cooperative efforts of unit commanders and the EO Advisors, the goal of the EO Program is to create and sustain effective units by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and shared sacrifice of the military members and their families members assigned to this installation.

Process: It is the right of all military members, and their family members to present complaints of Sexual Harassment or discrimination based on race, color, religion gender or national origin; this applies on or off the installation.

EQUAL OPPORTUNITY/SEXUAL HARASSMENT COMPLAINT PROCESS

MAKE AN INFORMAL COMPLAINT. REPORT INAPPROPRIATE BEHAVIOR WITHOUT INITIATING A FULL INVESTIGATION. THIS MAY BE MOST APPROPRIATE FOR MINOR INFRACTIONS, WHERE VICTIM SIMPLY WANTS BEHAVIOR STOPPED.

IF BEHAVIOR PERSISTS

IF YOU ARE THE VICTIM

CALL THE EQUAL OPPORTUNITY HOT LINE AT YOUR INSTALLATION TO CLARIFY WHETHER AN INCIDENT OR BEHAVIOR QUALIFIES AS SEXUAL HARASSMENT OR DISCRIMINATION

HOTLINE NUMBER: **4-3678(I FORU)**

FILE A FORMAL WRITTEN COMPLAINT (DA FORM 7279-R) WITH ANY OF THE FOLLOWING PEOPLE OR AGENCIES. COMPLAINTS MUST BE FILED WITHIN 60 DAYS OF INCIDENT - THOSE FILED AFTER THE 60 DAYS MAY BE PURSUED AT COMMANDER'S DISCRETION

Http:\\147.238.100.101\center\eo\feedbackform.htm

CHAIN OF COMMAND	EQUAL-OPPORTUNITY ADVISOR	INSPECTOR GENERAL	HOUSING REFERRAL OFFICE	JUDGE ADVOCATE GENERAL	MILITARY POLICE OR CRIMINAL INVESTIGATOR	CHAPLAIN	MEDICAL AGENCY

3 DAYS — COMPLAINTS, EXCEPT THOSE FILED WITH THE IG, MUST BE ACTED UPON IN THREE CALENDAR DAYS. COMPLAINTS FILED WITH AN AGENCY AGAINST A MEMBER OF THE CHAIN OF COMMAND WILL BE REFERRED TO THE NEXT HIGHER COMMANDER IN THE CHAIN. A DESCRIPTION OF THE ALLEGATION MUST BE FORWARDED TO THE FIRST OFFICER IN THE CHAIN OF COMMAND WITH GENERAL COURT-MARTIAL CONVENING AUTHORITY WITHIN 72 HOURS OF THE FILING OF A FORMAL COMPLAINT.

14 DAYS — THE COMMANDER OR THE INVESTIGATING OFFICER APPOINTED BY THE COMMANDER HAS 14 CALENDAR DAYS TO INVESTIGATE THE ALLEGATIONS AND MEET WITH THE VICTIM TO DISCUSS THE OUTCOME AND RESULTS. A 30 DAY EXTENSION MAY BE GRANTED FROM THE NEXT-HIGHER COMMANDER IF CIRCUMSTANCES REQUIRE IT. FURTHER EXTENSIONS CAN BE APPROVED ONLY BY THE FIRST GENERAL OFFICER IN THE CHAIN OF COMMAND.

7 DAYS — THE COMPLAINANT HAS SEVEN CALENDAR DAYS TO APPEAL TO THE NEXT HIGHER COMMANDER IF HE OR SHE IS DISSATISFIED WITH THE INVESTIGATION RESULTS OR ACTIONS TAKEN. THAT COMMANDER HAS 14 DAYS TO COMPLETE THE INVESTIGATION. FINAL DECISIONS ON COMPLAINTS REST WITH THE GENERAL COURT-MARTIAL CONVENING AUTHORITY.

30-45 DAYS — 30 DAYS AFTER FINAL DECISION ON THE COMPLAINT AN ASSESSMENT IS CONDUCTED BY THE EQUAL OPPORTUNITY ADVISOR ON ALL EQUAL OPPORTUNITY COMPLAINTS (SUBSTANTIATED AND UNSUBSTANTIATED) TO DETERMINE THE EFFECTIVENESS OF ANY CORRECTIVE ACTIONS TAKEN AND TO DETECT AND DETER ANY INCIDENTS OF REPRISAL. REPORT AND RECOMMENDATION ARE SUBMITTED TO COMMANDER ON DA FM 7279-1-R NLT 45 DAYS FOLLOWING FINAL DECISION MADE ON COMPLAINT.

Endstate: It is every military member and their family member's right to be protected against any form of reprisals or retaliation for presenting any complaint of sexual harassment or discrimination.

The Military Whistleblower Protection Law: Section 1034, Title 10, United States Code (U.S.C.), requires an expeditious investigation of all allegations of reprisal for "whistle blowing" submitted by military members.

Your Equal Opportunity Advisor is: _____

Your Equal Opportunity Representative is: _____