



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY RESERVE COMMAND
4710 KNOX STREET
FORT BRAGG, NC 28310-5010

AFRC-CG

SEP 25 2020

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General Policy #20-02: Army Reserve Policy on Equality, Access, and Fairness

1. In order for the Army Reserve to maximize effectiveness and provide opportunity for all, we must maintain the invaluable cohesion within our force. We will afford equal access and opportunity for all Soldiers and Civilians based upon merit, character, proficiency, fitness, and potential. We will not discriminate based upon race, color, national origin, gender, or any other arbitrary factor. We will treat all Soldiers and Civilians with dignity and respect.
2. Anyone who fails to promote equality, fairness, dignity, and respect is a threat to our cohesion. We will not tolerate harassment, abuse, or humiliation within our force. All Soldiers and Civilians in the Army Reserve must know that their leaders will enforce our standards and values and protect their opportunity to serve. Policy enclosures are attached detailing our commitment and standards in promoting cohesion and protecting our force. All commanders will review the enclosures, apply their principles and requirements within their units, and engage their Soldiers on these topics.
3. For questions regarding these policies, contact me at (910) 570-9119.

A handwritten signature in black ink, appearing to read "Jody J. Daniels", with a horizontal line above it.

JODY J. DANIELS
Lieutenant General, U.S. Army
Commanding

Encls

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Army Reserve Policy on Equality, Access, and Fairness

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REFERENCES

1. Applicable references on Equal Opportunity (EO):
 - a. Army Regulation (AR) 600-20, Army Command Policy, 24 July 2020.
 - b. Training Circular 26-6, 23 June 2008, Subject: Commander's Equal Opportunity Handbook.
 - c. Memorandum, Secretary of Defense, May 01, 2014, Subject: Sexual Assault Prevention and Response (SHARP).
2. Applicable references on Equal Employment Opportunity (EEO):
 - a. Title 29 Code of Federal Regulations, Part 1614, Federal Sector Equal Employment Opportunity.
 - b. Army Regulation 690-600, Equal Employment Opportunity (EEO) Discrimination Complaints, 09 February 2004.
 - c. Equal Employment Opportunity Commission (EEOC) Management Directive 715.
 - d. EEOC Management Directive 110.
 - e. Army Regulation 690-12, Equal Employment Opportunity and Diversity, 12 December 2019.
3. Applicable references on Sexual Harassment/Assault Response and Prevention (SHARP):
 - a. DoDI 64.95.02 Sexual Assault Prevention and Response (SAPR) Program Procedures, March 28, 2013, Incorporating Change 3, May 24, 2017.
 - b. Army Directive 2018-23, Improving Essential Program: Sexual Harassment/Assault Response and Prevention, Equal Opportunity, Suicide Prevention, Alcohol and Drug Abuse Prevention, and Resilience, 8 November 2018.
 - c. Army Regulation 600-20, Army Command Policy, 24 July 2020.
 - d. Memorandum, United States Army Reserve Command, Subject: Army Reserve Policy on Equality, Access, Fundamental Fairness and Right of Redress, 7 September 2017.
 - e. Memorandum, United States Army Reserve Command, Subject: USARC Supplemental Instruction to Command Policy-Handling Sexual Assault Appropriately, 3 April 2020.
 - f. Memorandum, United States Army Reserve Command, Subject: U.S. Army Reserve Command Supplement Instruction to Command Policy – Sexual Harassment/Assault Response and Prevention (SHARP) Compliance and Assessment.

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MANDATORY TRAINING EVENTS

1. Purpose: To provide the Army Reserve Policy on Equal Opportunity (EO), Equal Employment Opportunity (EEO), and Sexual Harassment/Assault Response and Prevention mandatory training events.
2. Listed below are the minimum mandatory EO, EEO and SHARP training events for every Army Reserve Soldier and Civilian employee:
 - a. Equal Opportunity (annually) and Anti-Hazing/Anti-Bullying (annually).
 - b. Equal Employment Opportunity, Anti-Harassment, and No FEAR training (annually).
 - c. SHARP (within 30 days of assignment to a new unit and annually thereafter).
3. Contact the following offices for additional information:
 - a. EO training: Army Reserve EO Directorate at (910) 570-8228 or usarmy.usarc.usarc-hq.list.eo@mail.mil.
 - b. EEO training: Army Reserve EEO Office at (888) 838-4499 (toll-free), (800) 877-8339 (Federal Relay for the hearing impaired) or usarmy.usarc.usarc-hq.mbx.eeo@mail.mil.
 - c. SHARP training: MAJ Malika Rodriguez, Services and Support Division, USARC G-1, at (910) 570-9305 or malika.t.rodriguez.mil@mail.mil.