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28 Aug 04

COMMANDING OFFICER'S MEMORANDUM 2-04

From: Commanding Officer, NROTC Unit, Virginia Polytechnic Institute and State University

Subj: COMMANDING OFFICER'S POLICY ON EQUAL OPPORTUNITY (EO)

1. I am firmly committed to Equal Opportunity (EO). As your Commanding Officer, I support the principle that all individuals shall be afforded equal opportunity regardless of race, color, age, sex, national origin, religion, or physical or mental disability, and be provided a work environment free from sexual harassment or reprisal for having raised an allegation of discrimination.

2. We must continue our efforts to ensure that all personnel are treated fairly, that personnel actions are based on merit, that management practices are constantly reviewed to preclude systematic discrimination, and that realistic goals are established that are both measurable and attainable. Affirmative action commitments must be designed to correct any identified deficiencies brought to light by self assessments and analyses of the command's EO program.

3. It is the personal responsibility of each military member and civilian employee of this command to work toward ensuring that these goals and objectives are met, and that every individual is guaranteed the intrinsic birthright of all Americans: the right to human dignity based on equality and fairness. All NROTC Unit personnel will undertake the responsibility of EO and Affirmative Employment with the same leadership and zeal as other organizational responsibilities. Your full cooperation in achieving a well-qualified, motivated, military/civilian work force that is reflective of our nation's diverse population is our common goal and firm commitment. The command designated EO Officer is LT Floyd.

T. RUBENSTEIN

Copy to:
NROTC Unit Staff
VTCC