



SECRETARY OF THE ARMY
WASHINGTON

1 8 OCT 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Standardization of Equal Opportunity Training within the Army

1. On several occasions over the past few months, media accounts have highlighted instances of Army instructors supplementing programs of instruction and including information or material that is inaccurate, objectionable and otherwise inconsistent with current Army policy. For example, in two recent high-profile cases, Army instructors found information on the website of a particular special interest group that identified certain groups as "extremist" in nature, and presented that information as part of their instruction. The groups identified in the instruction were not "extremist" organizations as that term is defined in Army Regulation 600-20.

2. Given these recent developments, it is clear that we must act to standardize such programs of instruction and training plans to ensure consistency with Army policy. Accordingly, I direct the following actions be completed no later than 13 December 2013:

a. The Deputy Chief of Staff (DCS), G-1, in coordination with the Acting Assistant Secretary of the Army (Manpower and Reserve Affairs), shall:

(1) Develop a standardized Army program of instruction and training plan covering equal opportunity generally, and including a discussion of Army policy on participation in extremist organizations and activities as reflected in AR 600-20;

(2) Coordinate the standardized Army program of instruction and training plan with the DCS, G-2; DCS, 3/5/7; Provost Marshal General; and Chief of Chaplains to ensure consistency with other Army training covering such issues as human relations, insider threat, force protection, harassment and religious accommodation;

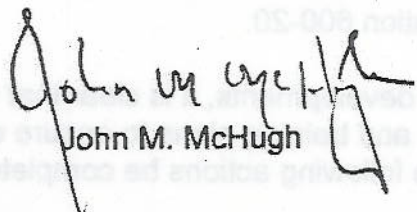
(3) Promulgate and disseminate the standardized program of instruction and training plan for use by all Army commands and organizations. Local use of the standardized program may explain how and where Soldiers may bring complaints or concerns, but otherwise the program of instruction shall be presented exactly as disseminated and may not otherwise deviate from the standardized program. Commanders and supervisors will coordinate the delivery of the instruction and the content of same, in advance of presentation, with the servicing Staff Judge Advocate or legal adviser.



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b. The ASA(M&RA) shall coordinate with the Under Secretary of Defense for Personnel and Readiness to synchronize the standardized Army program of instruction and training plan with the Defense Equal Opportunity Management Institute in accordance with DoD Directive 1350.2. Further, the ASA(M&RA) shall work in concert with the Chief, National Guard Bureau to ensure dissemination of the standardized training package to Army National Guard units in the several States.

3. The DCS, G-1 will publish, as soon as possible, an "All Army Activities" message directing Army leaders to cease all briefings, command presentations, or training on the subject of extremist organizations or activities, pending promulgation of the standardized Army program of instruction and training plan. This affects this specific subject matter only, and does not prohibit training on other human relations related subjects, such as prevention of sexual harassment.


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