DEPARTMENT OF THE ARMY
UNITED STATES ARMY ROTC CADET SUMMER TRAINING DETACHMENT
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KY 40121-5123

ATCC-ST 30 April 2026

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Cadet Summer Training (CST) Policy Memorandum 3 - Equal Opportunity (EO), Equal Employment Opportunity (EEO), and Army Harassment Prevention and Response Program.

1. References.

a. AR 600-20, Army Command Policy, 15 April 2026.

b. AR 690-12, Equal Employment Opportunity, and Affirmative Action, 06 February 2025.

c. USACC & Fort Knox Policy Letters 2, Equal Opportunity Program

d. USACC & Fort Knox Policy Letter 3, Equal Opportunity Complaint Procedures

e. USACC & Fort Knox Policy Letter 5, Equal Employment Opportunity

f. USACC & Fort Knox Policy Letter 7, The Army Harassment Prevention and Response Program

2. Purpose. To ensure that all personnel assigned, attached, supporting, or participating in CST establish and maintain a work environment built around equal opportunity and fair treatment to all. It is everyone's right to present a complaint without fear of intimidation, reprisal, or harassment. They have a right to communicate with the chain of command; however, resolving complaints at the lowest level is strongly encouraged.

3. The Army is a values-based organization where everyone is expected to do what is right by treating all persons with dignity and respect in all aspects of life and forms of communication (for example, online or in person). Furthermore, Army personnel, especially those entrusted with the mantle of leadership, will lead by example, and do what is right to prevent abusive treatment of others. Failure to do so brings discredit on the Army and may have strategic implications. Hazing, bullying and discriminatory harassment of people or their property is prohibited; allegations of harassment will be addressed swiftly, individually, and in light of their circumstances. Hazing, bullying, online misconduct, and other acts of

misconduct, undermine trust, violate our ethic, and negatively impact command climate and readiness.

4. AR 600-20, Chapter 4, paragraph 4-16 provides definitions of hazing, bullying, discriminatory harassment, on-line misconduct, and other acts of misconduct. The regulation allows behavior that violates these definitions to be punished under UCMJ.

5. Leaders at all levels are responsible for redressing policies, procedures, and practices that intentionally or unintentionally contribute to unlawful discrimination or harassment. Leaders are responsible and accountable for communicating all aspects of complaint processing procedures to their personnel.

a. Equal Opportunity (EO) Complaints. EO complaint procedures are utilized by military personnel and Cadets who feel they have been unlawfully discriminated against based on race, color, national origin, religion, sex, sexual orientation or harassment, which includes hazing, bullying and other discriminatory harassment. Personnel should contact their chain of command and/or the Fort Knox EO CST at 520-919-3085 for assistance or the EO Hotline at 502-210-6527.

b. Equal Employment Opportunity Complaints. EEO complaint procedures are utilized by civilian personnel who feel they have been unlawfully discriminated against based on race, color, religion, sex, national origin, reprisal, disability, age, sexual orientation, status as a parent, or other impermissible basis. Personnel should contact their supervisory chain and/or the Fort Knox EEO office at 502-624-1325 for assistance.

6. Regimental cadre will ensure that procedures for reporting are explained to all Cadets and prominently posted in all barracks.

7. Point of contact for this memorandum is MSG Guillermo Hernandez at (502) 624-3565 or guillermo.hernandez.mil@army.mil.

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SHERMAN C. WATSON
COL, FA
Commandant

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