



DEPARTMENT OF THE ARMY
UNITED STATES ARMY SOLDIER SUPPORT INSTITUTE
10000 HAMPTON PARKWAY
FORT JACKSON, SOUTH CAROLINA 29207-7050

ATSG-CG

19 APR 2014

MEMORANDUM FOR ALL Soldier Support Institute (SSI) Personnel

SUBJECT: Policy Memorandum 3-3, Consideration of Others (CO²)

1. References.

a. Department of Defense Directive 1350.2, Department of Defense Military Equal Opportunity Program, 21 Nov 03.

b. Army Regulation 600-20, Army Command Policy, 18 Mar 08, Rapid Action Revision issued 20 Sep 12.

c. Training Circular 26-6, Commander's Equal Opportunity Handbook, 23 Jun 08.

d. Defense Equal Opportunity Management Institute (DEOMI) website, www.deomi.org.

2. The CO² Program builds unit cohesion and improves organizational climate. It consists of training that is interactive, small group (10-15 individuals), or discussion based. This forum provides a feedback mechanism for commanders and should be used to enhance our work environment. The training also allows commanders the latitude to pick from a wide range of topics, e.g., Objectives of the Army EO Program, Impact of individual and Institutional discrimination on mission accomplishment, Army values, or any human relations training deemed appropriate.

3. We all have an obligation to foster a positive command climate, eliminate all forms of discrimination, and develop a culture in which people treat one another with respect and dignity. While CO² is not an Equal Opportunity Program, it is a leadership tool, philosophy, and methodology which touches upon Equal Opportunity as well as our Army Values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage (LDRSHIP).

4. Consideration of Others training will be conducted at a minimum two of the quarters in accordance with AR 600-20, 6-15 a. (2), and will be facilitated by Equal Opportunity Leaders or the Equal Opportunity Advisor. Leader commitment and involvement throughout the program is the key to success. All permanently assigned personnel are required to participate in these sessions. Commanders will ensure that only individuals displaying the highest degree of professionalism and character are selected for duties as EOLs.

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SUBJECT: Policy Memorandum 3-3, Consideration of Others (CO2)

5. I charge all leaders with creating and maintaining a professional and safe environment that builds trust and confidence throughout our work force.

6. This policy will remain in effect until rescinded or superseded. The proponent for periodic review of this policy is the SSI Equal Opportunity Advisor. SFC Arnaldo Santiago, arnaldo.santiagoanderson.mil@mail.mil, 803-751-4591, SSI Equal Opportunity Advisor.



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Brigadier General, U.S. Army
Commanding