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

ATSG-CG

09 APR 2012

MEMORANDUM FOR ALL Soldier Support Institute (SSI) Personnel

SUBJECT: Policy Memorandum 3-3, Consideration of Others (CO^2)

1. The CO^2 Program builds unit cohesion and improves organizational climate. It consists of facilitated, small group (15-25 individuals) discussion. 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., HIV, drugs and alcohol, Army values, or any human relations training deemed appropriate.

2. We all have an obligation to foster a positive command climate, eliminate all forms of harassment and discrimination, and develop a culture in which people treat one another with respect and dignity. While CO^2 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).

3. Consideration of Others training will be conducted at the Soldier Support Institute a minimum of 2 hours quarterly in accordance with AR 600-20, 6-15 (2), and will be facilitated by the Equal Opportunity Advisor, Battalion Chaplain, or the unit Equal Opportunity Leaders (EOLs). 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, and will further ensure that all EOLs attend the SSI Facilitators Training Course prior to facilitating group discussion.

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

5. This policy will remain in effect until rescinded or superseded. The proponent for periodic review of this policy is the SSI Equal Opportunity Advisor.

DAVID K. MacEWEN
Brigadier General, U.S. Army
Commanding