

Roles and Duties of EOR's

Equal Opportunity Representatives (EORs) are unit soldiers trained to assist commanders in carrying out EO programs within units. Commanders authorized EOAs will ensure that each subordinate command (battalion and company level) has an EOR.

ARNG Equal Opportunity Representatives will assist commanders in carrying out the EO program within units. EORs will:

- (1) Assist commanders in the recognition of detractors from a healthy unit EO climate.**
- (2) Continuously assist commanders in the conduct of unit climate assessments through formal surveys, interviews and accessibility to the unit.**
- (3) Prepare and assist the commander in the conduct of EO training.**
- (4) Establish and maintain liaison with other EORs and the EOA at higher headquarters.**
- (5) Assist complainants by referring them to an appropriate agency for assistance.**
- (6) Assist the commander in establishing a Consideration of Others program**

Role's and Duties of EOAs

The actual duties of EOAs and relative emphasis on each duty will vary according to type of unit or level of command, unit composition, and location. Typical roles and duties of EOA's:

- (1) Understands and articulates Department of Defense (DOD), US Army, and Army National Guard policies concerning Equal Opportunity.
- (2) Recognizes and assesses indicators of institutional and individual discrimination in organizations
- (3) Recognizes sexual harassment in both overt and covert forms
- (4) Recommends remedies appropriate to reduce or prevent discrimination and sexual harassment.
- (5) Collects, organizes and interprets demographic data concerning all aspects of climate assessment.
- (6) Assists commanders in the development and preparation of realistic affirmative action plans and monitoring progress of the plans.
- (7) Train unit Equal Opportunity Representatives (EOR's) to conduct classes, discussions, and seminars at unit level.
- (8) Conducts training sessions pertaining to equal opportunity, discrimination, and prevention of sexual harassment.
- (9) Plans and conducts executive seminars on affirmative action plans, equal opportunity, discrimination, and prevention of sexual harassment.
- (10) Assists commander in processing complaints of discrimination.
- (11) Assists appointed EO complaint investigators in developing investigatory questions and reviews Reports of Investigation to ensure compliance with regulatory and policy guidance.
- (12) Assists commanders in developing a Consideration of Others program.