



DEPARTMENT OF THE ARMY
DEFENSE LANGUAGE INSTITUTE FOREIGN LANGUAGE CENTER
PRESIDIO OF MONTEREY
MONTEREY, CALIFORNIA 93944-5000

REPLY TO
ATTENTION OF

ATZP-CDR

SEP 23 2014

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy on Consideration of Others Program

1. References:

- a. Department of the Army Consideration of Others Handbook, 11 March 1998.
- b. Army Regulation 600-20, Army Command Policy, 18 March 2008.

2. Purpose: To ensure personnel are aware of and comply with the Consideration of Others (CO2) Program's use as a tool to build unit cohesion at the Defense Language Institute Foreign Language Center and Presidio of Monterey (DLIFLC & POM).

3. Applicability: This policy letter applies to all military personnel assigned or attached to DLIFLC & POM.

4. Proponent: The proponent for this policy is the Installation Equal Opportunity Advisor's Office, ATZP-EOA, at (831) 242-5442. This policy supersedes the previous policy letter, dated 23 July 2010.

5. The CO2 program is a tool designed to help build unit cohesion and to assist commanders with the complex task of leading Soldiers and civilians. This vital task must be completed if we are to fulfill our primary mission as an Army: to fight and win our nation's wars. The CO2 training methodology consists of a format of small, interactive, discussion-based groups involving 15 to 30 Soldiers.

6. We use the term "unit cohesion," when discussing how people operate as a team and to describe organizational character. CO2 focuses on the vital linkage between the individual Soldier and civilian, and his or her role as a member of a military team. The CO2 program involves challenging members of the Army team to recognize how their attitudes, actions, and words affect others in the organization.

7. I expect commanders to fully support the CO2 program and to publish a written policy on adherence to the CO2 methodology when conducting human relations training, such as equal opportunity or prevention of sexual harassment. In addition,

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commanders must be personally involved in the selection of small group facilitators for their organizations allowing leaders at all levels to get involved in the selection of topics for discussion. Participation in CO2 training is mandatory for all Soldiers and civilian employees.

8. The point of contact for this memorandum is the Installation Equal Opportunity Office at (831) 242-5442.



DAVID K. CHAPMAN
COL, AD
Commanding

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