



EOA Roles & Responsibilities

TASK: Define and discuss EOA roles and responsibilities

CONDITIONS: Question and discussion based training

STANDARDS: Understand what an EOA's roles and responsibilities are.

REFERENCE: AR 600-20



EOA Roles & Responsibilities

What are the roles of an EOA?

- **Advisor** - Advise commanders, brigade level and higher, on the Army's EO program, its policies, procedures, and issues that affect the EO climate of the unit. EOAs also provide assistance and guidance to commanders, first sergeants, leaders, supervisors, military civilian employees, and Soldiers in subordinate units where no EOA is assigned.
- **Trainer / Educator** - Train and educate commanders, leaders, EO Leaders, and Soldiers on the Army's EO program, policies, procedures, and issues that impact on the EO climate and unit readiness.



EOA Roles & Responsibilities

What are the roles of an EOA? (cont)

- **Assessor** - Assist commanders and other leaders in assessing the EO climate of a unit or organization. This includes determining whether the climate is healthy and positive and identifying recommended actions to improve unhealthy or non-positive climates.
- **Change Agent** - The role of the EOA is to act as the commander's change agent for implementing changes to the Army's EO program and other related areas that affect the command climate of the organization.



EOA Roles & Responsibilities

What are the responsibilities and duties of an EOA?

- Understand and articulate EO policies
- Recognize / assess discrimination
- Recommend remedies to discrimination
- Assess the command climate
- Collect/organize/interpret demographic data
- Assist in development/monitoring of the EOAP
- Assist in assessing, planning, implementing, and evaluating the EO program
- Prepare Quarterly Narrative and Statistical Report



EOA Roles & Responsibilities

What are the responsibilities and duties of an EOA? (cont)

- Train EOLs
- Assist in evaluating unit training
- Organize / conduct EO training
- Process complaints
- Provide advisory assistance on investigations
- Review EO investigative reports
- Conduct follow-up assistance
- Assist in ethnic observances
- Maintain liaison with community organizations
- Assist in developing EO policy for units
- Conduct staff assistance visits