



DEPARTMENT OF THE ARMY
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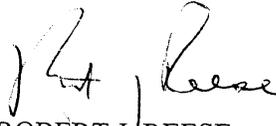
REPLY TO
ATTENTION OF
CSTE-DTC-WS-CG

16 OCT 2003

MEMORANDUM FOR Commanders, Directors, Officer Chiefs of Team WSMR

SUBJECT: Policy Letter #5: Consideration of Others (CO2) Program

1. Physical and cultural changes in our Army have created, and will continue to create, pressures and stresses on soldiers and civilian employees. While the constants of values and traditions throughout our Army's history have sustained it, the threat of change makes it essential that the Army has a program to foster and strengthen the installation climate within each directorate, reinforcing the importance of trust, team work, dignity, and respect for others. The Consideration of Others (CO2) Program provides a tool for us to build and maintain a values-based Army. I am committed to ensuring each member of the work force is treated with the dignity and respect the CO2 program fosters.
2. It is incumbent upon each of us to encourage a positive climate, eliminate all forms of harassment and discrimination, and develop a culture in which we treat one another with dignity and respect. If we are to assimilate Consideration of Others as an organizational value and internalize it on an individual basis, we must also institutionalize it through an educational program. That program gets its strength from a focus on small group discussions. For the program to be effective, we must each buy into the CO2 concept. When incidents outside the scope of the policy occur, prompt corrective action must be taken.
3. I consider our soldiers and employees to be our most important resource. Consideration of others is an essential ingredient in our work ethic. It is integral to the trust and cohesion manifested by successful organizations.
4. Please disseminate this policy to all personnel and post a copy on official bulletin boards.


ROBERT J. REESE
Brigadier General, USA
Commanding

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