MEMORANDUM FOR SEE DISTRIBUTION

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

1. Reference:
   a. Memorandum, HQ TRADOC, ATBO-BPE, 22 December 2005
   b. AR 600-20, Army Command Policy, 06 November 2014

2. The purpose of the CO2 training program is to nurture and preserve the Army’s values and to strengthen trust, cohesion, and readiness through an awareness of others.

3. Policy. This program is designed for leaders to use in developing and sustaining a values-based unit or organization. The objective of the CO2 Program is to strengthen our overall command climate by reinforcing trust, teamwork, individual dignity and respect for all people. These are permanent goals for 5th Brigade.

4. All human relations training within Cadet Command falls under the umbrella of CO2. This training covers a broad range of topics including moral and ethical development (both individual and organizational), leadership development, team building, equal opportunity, family concerns, health, safety, drug and alcohol abuse, gender issues, discrimination, and any form of insensitive or offensive behavior.

5. Training requirements:
   a. Units will conduct quarterly CO2 training for all permanently assigned and attached military and civilian personnel. Training will follow these guidelines:

      (1) Initial CO2 training will focus on unit needs determined by an assessment of current training and the organizational climate.

      (2) CO2 training for cadets is mandatory training incorporated into leadership and ethics pre-commissioning common core tasks, as codified in CDT CMD Reg 145-3, dated 20 September 2011. Training with cadets should include case studies, role playing and situational dilemmas to energize discussion directed at specific student-centered leadership, moral, and ethical subjects.
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(3) As employees of individual school districts, JROTC cadre must adhere to the prescribed policies and guidance of their districts. Topics suitable for training JROTC cadets include conflict resolution, bullying, hazing, EEO, date rape, sexual harassment, and fraternization.

6. For additional information contact SFC Jonathan B. O'Connor at (210) 295-0402 or email: jonathan.b.oconnor.mil@mail.mil.

7. Post a copy of this policy on all bulletin boards.

Chris S. Alpeiri
COL, AR
Commanding

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