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EQUAL EMPLOYMENT OPPORTUNITY POLICY

As Secretary of the Army, I am committed to ensuring equal opportunity in employment for Army Civilian employees and applicants. I will set a standard that ensures the Army does not deny anyone an Equal Employment Opportunity (EEO) because of a prohibited discrimination. I am committed to maintaining an environment that encourages and enables individuals to perform successfully without any discriminatory interference, barriers, or harassment.

It is Army policy to provide equal opportunity in Federal employment for all persons, to maintain a workplace that is free from all forms of harassment, and to prohibit discrimination in employment because of race, color, national origin, religion, sex (including gender identity, sexual orientation and pregnancy), disability, age (40 or older), genetic information, retaliation, or other impermissible basis.

This EEO policy applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of the Army Civilian employees to the extent the law permits. Any employee who believes that he or she has experienced an unlawful discrimination should contact his or her servicing EEO office to pursue resolution of the matter and explore potential avenues of redress.

Managers must promptly act to prevent and eliminate discrimination, harassment, and retaliation in the workplace, to include initiating or conducting an inquiry into such a matter, in the absence of an EEO complaint. Any employee who engages in discrimination or harassment in violation of the law or this policy may be subject to disciplinary action, including suspension or dismissal.

Together, we can make the Army the best place to work in the Federal service. To make this vision a reality, each of us must contribute to a sustained and vibrant climate and culture where all members of the team are valued and treated with dignity and respect.

Mark T. Esper