



SECRETARY OF THE ARMY  
WASHINGTON

14 APR 2025

**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

As Secretary of the Army, I am committed to developing and fostering an environment that promotes fair treatment and dignity and respect for all Army employees. These principles enhance the Army's ability to create cohesive teams, leverage the strength of our people, advance opportunity, and optimize talent, enabling the Army to fight and win our Nation's wars. As an integral part of that mission, the Army must protect our own employees from unlawful discrimination, harassment, and retaliation to ensure continued success.

This equal employment opportunity (EEO) policy statement is a reminder that all Army employees are protected from unlawful discrimination. Army employees and applicants for employment are covered by Federal laws and Presidential Executive Orders designed to safeguard them from discrimination and harassment based on race, color, religion, sex, national origin, age (40 or older), disability (mental and physical), genetic information (individual or family medical history), pregnancy, childbirth or related medical conditions, or other non-merit-based factors, and from actions taken in retaliation for protected EEO activity, or that create a "chilling effect" on EEO activity ("*per se* reprisal").

These protections extend to all management practices and employment decisions, including recruitment and hiring, performance appraisals, promotions, training, and career development programs. Consistent with these obligations, the Army provides reasonable accommodations to qualified employees and applicants for functional limitations caused by disabilities; for known limitations related to pregnancy, childbirth or related medical conditions; and for sincerely held religious beliefs and practices.

Army employees and applicants are also protected against retaliation. Consistent with Federal laws, acts of retaliation against an employee or applicant who engages in protected activity, such as reporting discrimination or harassment or participating in the EEO process, will not be tolerated. The Army will take prompt action if an employee or applicant is subjected to workplace discrimination, retaliation, or harassment (including sexual harassment).

We must be diligent in maintaining a workplace free from discrimination, harassment and retaliation. Army managers and supervisors play a critical role and have a responsibility to help prevent and eliminate harassment in the workplace. Employees have a duty not to engage in harassing conduct and should report any such conduct if it occurs. Army employees or applicants who believe that they have been subjected to

discrimination, discriminatory harassment, or retaliation should contact their local EEO office. Employees may use their command's Civilian Harassment Prevention and Response Program for reporting harassing behavior that detracts from an efficient workplace but does not necessarily involve an EEO complaint or criminal allegation. It is incumbent upon all of us to ensure that the Army is a model employer, within and outside the Federal government. Likewise, each of us must take responsibility for implementing the Army's EEO policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a work environment free from unlawful discrimination, harassment, and retaliation.



Dan Driscoll