



SECRETARY OF THE ARMY  
WASHINGTON

01 NOV 2021

**CIVILIAN EQUAL EMPLOYMENT OPPORTUNITY POLICY**

As Secretary of the Army, I am committed to ensuring equal opportunity in employment for Department of the Army (DA) Civilian employees and applicants. The Army does not condone prohibited personnel practices in employment. I will sustain the Army's commitment and dedication to an environment that encourages and enables individuals to perform fully and exceptionally without 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 harassment; to design, construct, develop, and maintain facilities, information and communication technology, programs, and services so that all people, including individuals with disabilities, can fully and independently use them; 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 any other impermissible basis.

This Equal Employment Opportunity (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 DA Civilian employees to the extent the law permits. Employees who believe they have experienced unlawful discrimination should contact their servicing EEO office to pursue resolution of the matter and explore potential avenues of redress.

Managers must act promptly to prevent and eliminate discrimination, harassment, and retaliation in the workplace, including initiating or conducting an inquiry or investigation into such a matter, when appropriate. Army personnel who engage in discrimination or harassment may be subject to disciplinary action, including suspension or dismissal.

Together, we can make the Army the best place to work in the Federal Government. 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. Remember: "Diversity is the force, equity is the goal, inclusion is the way."

A handwritten signature in black ink, reading "Christine E. Wormuth", is positioned above the printed name. The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Christine E. Wormuth