



SECRETARY OF THE ARMY  
WASHINGTON  
MAR 30 2020

**EQUAL EMPLOYMENT OPPORTUNITY POLICY**

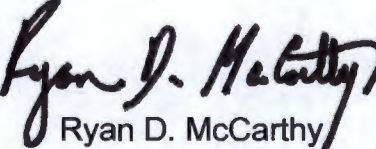
As Secretary of the Army, I am committed to ensuring equal opportunity in employment for Department of the Army (DA) Civilian employees and applicants. I will set a standard that ensures the Army does not deny anyone an Equal Employment Opportunity (EEO) because of a prohibited act of discrimination. 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 any 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 DA Civilian employees to the extent the law permits. Any employee who believes that he or she has experienced unlawful discrimination should contact his or her 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—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.

  
Ryan D. McCarthy



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**ARMY HARASSMENT PREVENTION AND RESPONSE POLICY**

As Secretary of the Army, I am committed to providing a workplace that is free from all forms of harassment and where individuals are treated with dignity and respect. Harassment jeopardizes readiness and mission accomplishment, weakens trust among colleagues, and erodes organizational cohesion.

Harassment prohibited by this policy includes, but is not limited to, unwelcome conduct (including of a sexual nature), intimidation, ridicule, insult, offensive comments or jokes, or physical contact that is based on race, color, sex, gender identify, sexual orientation, pregnancy, disability, age (40 or older), genetic information, retaliation, or any other impermissible basis.

It is the responsibility of all employees to report claims of harassment immediately to any of the following: management officials or supervisors, the Inspector General (IG), Equal Employment Opportunity office, union officials, Chaplains, or respective command civilian personnel officials, as applicable. Employees who witness or become aware of harassing conduct directed at another employee should also report the matter to the management officials of the offending employee. The Department of the Army makes every effort to ensure that reports of harassment are confidential to the fullest extent possible without impeding a fact-finding into such allegations. Individuals who report harassing conduct, participate in investigations, or take any other actions under this policy must not be subjected to retaliation.

Upon receipt of such reports, management officials (such as the supervisor or commander) in consultation with the servicing legal advisor, will ensure the allegations are investigated or referred to the IG for investigation, as appropriate. After investigation, the supervisor or commander will initiate appropriate corrective or disciplinary action, if warranted. Management officials have a duty to carry out their responsibilities under this policy, and failure to do so may result in disciplinary action.

I expect our leaders and employees to support the Army's commitment to building and maintaining trust in our organizations. Together, we will cultivate an environment that is free of harassment, where every Department of the Army employee feels welcomed, valued, and motivated to achieve mission success.

  
Ryan D. McCarthy



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**ARMY DIVERSITY, EQUITY AND INCLUSION POLICY**

As the Secretary of the Army, I am committed to fostering an environment that promotes and practices diversity, equity, and inclusion.

Enterprise-wide, we continue to make progress toward acquiring, developing, employing, and retaining a workforce that truly reflects America's talents and diversity throughout every occupation, level, and rank. It is the official policy of the Government of the United States to provide equal opportunity in employment for all persons; prohibit discrimination in employment; and promote the full realization of Equal Employment Opportunity (EEO) through a continuing affirmative program. The Army will continue to pursue that goal through several platforms: Talent Management, Human Capital, EEO, Military Equal Opportunity, Big Data Solutions, and policy development.

Merely hiring a representative and diverse workforce is not enough. Advancing the concepts of diversity, equity, and inclusion are critical to successful mission accomplishment and building and maintaining trust in our organizations. To gain the maximum benefit from our increasingly changing workforce, every employee must feel welcome, valued, and motivated to work toward their personal and professional aspirations. We work better together because of the different attributes, experiences, cultures, characteristics, and backgrounds we bring to the organization, not despite them.

The concepts of diversity, equity, and inclusion are interrelated. Efforts to appreciate them together create synergy, but attention to each distinct concept is required. Our leaders must be committed to actively ensuring inclusion in order to achieve the larger goal of equity, in an organizational culture that values diversity. We cannot continue to defend this country if the most important resource we have—people—feel they cannot fully contribute, feel excluded, or feel undervalued.

Join me in the opportunity to lead with diversity, equity, and inclusion. Together, we shall ensure the Army continues to reflect the values of equality, fairness, civility, respect, and dignity which are the foundations of an inclusive and mission-ready Total Force.

"Diversity is the force. Equity is the goal. Inclusion is the way."

  
Ryan D. McCarthy



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## MILITARY EQUAL OPPORTUNITY AND HARASSMENT PREVENTION AND RESPONSE POLICY

I am committed to ensuring we provide equal opportunity and fair treatment for all Soldiers without regard to race, color, national origin, religion, sex (to include gender identity), or sexual orientation, and that we provide an environment free of discrimination and any form of harassment to include hazing, bullying, online conduct, reprisal, retaliation, or other discriminatory harassment. The Military Equal Opportunity and Harassment Prevention and Response programs formulate, direct, and sustain a comprehensive effort to maximize human potential and to ensure fair treatment for all Soldiers based solely on merit, performance, and potential in support of readiness.

People are our greatest resource, and I depend on my leadership team to create an environment where everyone is treated with dignity and respect. I expect leaders to build and maintain cohesive Army teams focused and determined to accomplish its mission; foster and maintain positive command climates; and to resolve complaints of discrimination and harassment at the lowest possible level.

Equal Opportunity and Harassment Prevention and Response is a leadership issue, based on fair, equal treatment and respect for all. The Army's policy is clear and simple—no form of discrimination or harassment will be condoned. Those found guilty of such actions will be subject to disciplinary action, as will those who knowingly make false allegations.

Any Soldier who believes he or she has been subjected to discrimination or harassment should contact his or her local Military Equal Opportunity Office.

I am committed to the Equal Opportunity and Harassment Prevention and Response programs, and I expect the same commitment from our leaders and Soldiers. Together, we can make the Army the best place to work in the Department of Defense. To make this vision a reality, each of us must contribute to a sustained climate and culture where all members of the team feel valued and free to contribute to the Army's mission.

  
Ryan D. McCarthy