



DEPARTMENT OF DEFENSE
WASHINGTON HEADQUARTERS SERVICES
1155 DEFENSE PENTAGON
WASHINGTON, DC 20301-1155



NOV 20 2014

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Fiscal Year 2015 Equal Employment Opportunity (EEO) and Diversity Policy

Washington Headquarters Services (WHS) is committed to ensuring equal opportunity in employment and opportunities for employment regardless of race, color, religion, sex (including pregnancy and gender stereotyping), national origin, age (40 years and older), or disability (physical and/or mental), genetic information, and/or retaliation for opposing discrimination or participation in the EEO process.

It is WHS policy to adhere to the spirit and requirements of Executive Order 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce." WHS respects, appreciates, and values employees' individual identity and perspective. A multi-cultural workforce is essential to carry out the important mission of supporting our nation's warfighter.

EEO and Diversity are critical to the success of our mission. A workforce that reflects all races, cultures and ethnicities, as well as educational levels, language ability, among others, is necessary to effectively operate. We must also foster a culture of inclusion to have fully engaged and productive employees.

Managers and supervisors are urged to carefully review personnel decisions (hiring, training and career development, assignments, promotions, and other benefits and privileges of employment), to ascertain that employees and applicants are being treated fairly. Diversity in the workforce is a highly valued asset that we must continually strive to cultivate. I expect leadership to work diligently to recruit and retain a workforce that represents the rich cultural demographics of our nation.

WHS Office of Equal Employment Opportunity and Diversity (EEOD) is available to advise WHS employees and other agencies serviced by EEOD regarding best practices for achieving an inclusive workforce. For more information, please contact the EEOD office at (571) 372-0832 or WHS.diversity@mail.mil.


William E. Brazis
Director

DISTRIBUTION:

CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
DEPUTY CHIEF MANAGEMENT OFFICER
CHIEFS OF THE MILITARY SERVICES
DIRECTOR, COST ASSESSMENT AND PROGRAM EVALUATION
DIRECTOR, OPERATIONAL TEST AND EVALUATION
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
ASSISTANT SECRETARIES OF DEFENSE
DEPARTMENT OF DEFENSE CHIEF INFORMATION OFFICER
ASSISTANTS TO THE SECRETARY OF DEFENSE
DIRECTOR, ADMINISTRATION
DIRECTOR, DEFENSE SECURITY COOPERATION AGENCY
DIRECTOR, DEFENSE LEGAL SERVICES AGENCY
DIRECTOR, PENTAGON FORCE PROTECTION AGENCY
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES
DIRECTOR, OFFICE OF ECONOMIC ADJUSTMENT
DIRECTOR, DEFENSE TECHNOLOGY SECURITY ADMINISTRATION
DIRECTOR, DEFENSE PRISONER OF WAR/MISSING PERSONNEL OFFICE
DIRECTOR, TEST RESOURCE MANAGEMENT CENTER