



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



AUG 29 2019

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: FY 2020 Equal Employment Opportunity and Diversity Policy

Equal Employment Opportunity (EEO) and Diversity are critical to the success of our Nation. A workforce that reflects all races, cultures, ethnicities, as well as backgrounds, among other factors, is necessary to effectively execute our mission to the Department. All of us must adhere to the highest standards of accountability, commitment, professionalism, and stewardship.

The Washington Headquarters Services (WHS) Office of Equal Employment Opportunity Programs (EEOP) is committed to ensuring equal opportunity for employment regardless of race, color, religion, sex, (including pregnancy, gender identity, and sexual orientation), national origin, age (40 years and older), disability, genetic information, and/or retaliation for opposing discrimination or participating in the EEO process.

DoD's Diversity and Inclusion Strategic Plan implements Executive Order 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workplace." Diversity and inclusion are the foundation to a fair, equitable, and open work environment with supervisors who respect, appreciate and value employees' individual identities and perspectives. We recognize this foundation as essential to carrying out the important mission of supporting the Nation's warfighter.

We must champion the principles of EEO and diversity! Managers and supervisors should carefully review the personnel decisions (hiring, training and career development, assignments, promotions, and other benefits/privileges of employment) to ensure employees and applicants are treated fairly. It is imperative we have leaders who uphold the tenets of equal opportunity and diversity, and diligently work to recruit and retain a workforce representing the demographics of our Nation.

The EEOP is available to advise managers, supervisors, and employees who are serviced by EEOP regarding best practices for achieving an inclusive workforce. For more information, please contact the EEOP office at (571) 372-0832 or whs.eeop@mail.mil.

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Thomas M. Muir
Director

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