



SECRETARY OF THE ARMY  
WASHINGTON

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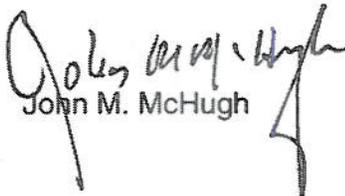
EQUAL EMPLOYMENT OPPORTUNITY POLICY

As Secretary of the Army, I am committed to ensuring equal opportunity in employment for Army Civilian employees and applicants. Leaders, managers and supervisors of the Department of the Army are responsible for making personnel decisions using sound personnel management practices and ensuring that no one is denied employment opportunities because of prohibited discrimination.

The Army is committed to developing and maintaining a professional workplace in which all individuals are treated with dignity and respect. This includes ensuring an environment for Army Civilian employees free of discrimination in employment on the basis of race, color, religion, sex, national origin, age, disability, reprisal, genetic information or other impermissible basis.

Any employee who believes that he or she has been subjected to unlawful discrimination based on race, color, religion, sex, national origin, age, disability, reprisal or genetic information should report the matter to his or her servicing Equal Employment Opportunity office or through appropriate grievance procedures. Any employee who believes that he or she has been subjected to unlawful discrimination based on non-merit factors (such as sexual orientation, marital status, parental status or political affiliation) may file a complaint with the Office of Special Counsel and/or use appropriate grievance procedures.

The Army is strengthened by the talents of its diverse Civilian workforce in accomplishing our national defense mission. I expect supervisors and managers to promote a workplace environment that values the full range of talents each Civilian employee brings to the workforce. Your commitment will enhance our ability to accomplish the Department of the Army's mission at home and abroad.

  
John M. McHugh