



DEPARTMENT OF THE ARMY
ADMINISTRATIVE ASSISTANT TO THE SECRETARY OF THE ARMY
105 ARMY PENTAGON
WASHINGTON DC 20310-0105

1 May 2019

MEMORANDUM FOR PRINCIPAL OFFICIALS OF HEADQUARTERS, DEPARTMENT OF THE ARMY (HQDA)

SUBJECT: HQDA Equal Employment Opportunity (EEO) Policy

1. References:

- a. EEO Commission Management Directive 715 (Federal Responsibilities under Section 717 of Title VII and Section 501 of the Rehabilitation Act), 1 October 2003.
- b. Department of Defense (DoD) Directive 1440.1 (The DoD Civilian Equal Employment Opportunity (EEO) Program); May 21, 1987; Incorporating Through Change 3, April 17, 1992; Certified Current as of November 21, 2003.
- c. Army Regulation 690-12 (Equal Employment Opportunity and Diversity), 22 December 2016.
- d. Memorandum, Secretary of the Army, 27 Nov 2018, subject: Equal Opportunity, Equal Employment Opportunity, and Anti-Harassment Policy for the Workplace.

2. I am committed to a culture of fairness, diversity, and inclusion within HQDA to sustain an environment of respect for others and personal accountability. As Army Professionals, we are responsible for demonstrating character that embodies the Army Values.

3. Our civilian personnel decisions must be consistent with merit system principles and applicable laws. HQDA prohibits employment discrimination based on race; sex (sexual harassment, gender identity, and sexual orientation); color; national origin; age; religion; disability; genetic information; or retaliation against individuals engaged in protected EEO activity.

4. All supervisors and employees must actively support EEO policies and principles. Leaders must act promptly to prevent and eliminate any discriminatory, retaliatory, or harassing conduct. Civilian employees who witness or believe they have been subjected to discrimination, retaliation, or harassment should report the matter to their chain of command or contact the Directorate of Diversity and Equal Employment Opportunity (DEEO), Office of the Administrative Assistant, within **45 calendar days** of the alleged discriminatory action.

5. Any supervisor or employee who engages in illegal discrimination, retaliation, or harassment in violation of this policy may be subject to disciplinary action. This policy will remain in effect until modified or rescinded. For further information, contact DEEO at 703-545-1255.


KATHLEEN S. MILLER