



DEFENSE  
HEALTH AGENCY

**OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
HEALTH AFFAIRS**

7700 ARLINGTON BOULEVARD, SUITE 5101  
FALLS CHURCH, VIRGINIA 22042-5101

DEC 11 2013

MEMORANDUM FOR ALL DEFENSE HEALTH AGENCY EMPLOYEES

SUBJECT: Equal Employment Opportunity (EEO) Policy

The Defense Health Agency (DHA) is committed to fostering a climate of equal employment opportunity for all employees and applicants for employment without regard to race, national origin, color, religion, sex, age, disability, sexual orientation, parental status, genetic information, or reprisal for engaging in a prior protected Equal Employment Opportunity activity.

EEO is an essential element of readiness vital to the accomplishment of the DHA mission and our national security mission. Everyone will be treated fairly with dignity and respect at all times. No one will be subjected to unlawful discrimination, unfair treatment, or harassment of any nature. It is the responsibility of every director, supervisor and employee to:

1. understand and identify unlawful conduct and fulfill their obligation to prevent prohibited discrimination and take immediate corrective actions, including discipline, when appropriate, and
2. promote equality and eliminate preferential treatment which serves as an impediment to our readiness.

I challenge all of you in DHA to strive to eliminate discriminatory behaviors and practices that undermine our mission accomplishment. Individuals who perceive they are being subjected to prohibited discrimination should report the matter to an appropriate authority or to the Director, DHA EEO, Mr. Gregory Byard at (703) 681-4029, or DSN 761-4029, or email [gregory.byard@dha.mil](mailto:gregory.byard@dha.mil).

A handwritten signature in black ink, appearing to read "D. Rebb".

Douglas J. Rebb, DO, MPH  
Lieutenant General, USAF, MC, CFS  
Director