



DEFENSE
HEALTH AGENCY

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

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DEC 4 2013

MEMORANDUM FOR ALL DEFENSE HEALTH AGENCY EMPLOYEES

SUBJECT: Equal Opportunity and Diversity Management 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, color, religion, sex (including pregnancy, gender, lesbian, gay, bisexual, transgender), national origin, age, disability (physical/mental), genetic information, and/or reprisal for opposing discrimination or participation in the Equal Employment Opportunity (EEO) process.

The defense of our Nation requires a well-trained volunteer force, military and civilian. To provide such a force, we must ensure the attractiveness of a career, providing opportunities for all DHA personnel to ascend to as high a level of responsibility as their abilities allow. In doing so, we must maximize the productive capacity represented in the diversity of those recruited, hired, developed, and promoted.

EEO and diversity are critical to the success of our mission, and fostering a working environment of diversity and inclusion that empowers individuals to participate constructively to their fullest potential in support of our mission. Further, we strive to maintain an environment in which employees are encouraged to offer their thoughts and opinions, viewpoints and perspectives, before critical decisions are made. DHA is an organization where the expression of honestly stated ideas and opinions are welcomed and encouraged.

I believe it is incumbent on all DHA personnel, military and civilian, to advocate for, promote, and most importantly practice the principles of diversity and inclusion in everything that we do. This means treating each other with dignity and respect, and maintaining integrity in all we do, and ultimately, we will have mission success.

The DHA Equal Opportunity and Diversity Management (EODM) Division is responsible for directing and integrating the application of the Civil Rights Act of 1964, as amended, as well as other applicable affirmative employment programs. My point of contact is Mr. Gregory Byard, EODM Director. Mr. Byard may be reached at (703) 681-4029, DSN 761-4029, or at Gregory.s.byard.civ@mail.mil.


R. C. BOND
VADM, MC, USN
Director