



DEFENSE HEALTH AGENCY
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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 (EEO) 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 or mental), genetic information, and/or reprisal for opposing discrimination or participation in the EEO process.

EEO and Diversity are critical to the success of our mission, as well as fostering a working environment of diversity and inclusion that empowers individuals to participate constructively to their fullest potential in support of our mission. Furthermore, 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.

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 Equal Opportunity and Diversity Management (EODM) Division program scope of activity includes everything for which the commander is responsible and over which the commander exercises Federal authority. In addition, EODM functions are inherently governmental. The DHA and each assigned military treatment facility is responsible for developing and resourcing their respective EODM program under the guidelines of Department of Defense (DoD) Directive 1020.02E, *Diversity Management and Equal Opportunity in DoD*.

The DHA EODM 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. Additional information may be obtained from the DHA EODM Division at DHA.EODM@mail.mil.


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Director