



DEFENSE HEALTH AGENCY
7700 ARLINGTON BOULEVARD, SUITE 5101
FALLS CHURCH, VIRGINIA 22042-5101

MEMORANDUM FOR ALL DEFENSE HEALTH AGENCY EMPLOYEES

SUBJECT: Equal Employment Opportunity Policy Statement

The Department of Defense and the Defense Health Agency (DHA) are committed to ensuring an atmosphere that is free from discrimination. Discrimination of any kind (which includes sexual or non-sexual harassment) directed towards an individual or group of individuals based on their race, color, religion, sex, national origin, age (40 or older), disability, genetic information (including family medical history), and reprisal (based on protected Equal Employment Opportunity (EEO) activity) is prohibited.

EEO covers all personnel/employment programs, management practices, and decisions, such as recruitment, hiring, merit promotions, transfers, reassignments, training, career development, and separations. It is DHA's responsibility to ensure all employees are afforded equal opportunity to compete on a fair and level playing field and enjoy the same rights and privileges of employment to include providing reasonable accommodations to employees and applicants with disabilities, pregnancy related conditions, and sincerely held religious beliefs.

As Director, I expect DHA senior leaders, supervisors, and managers to dutifully carry out their critical role and responsibility to prevent and eliminate discrimination by exhibiting values-based leadership, modeling appropriate behavior, leading by example, treating everyone with dignity and respect. I have a zero-tolerance policy for harassing and discriminatory behaviors. Every employee is responsible for implementing DHA's EEO Policy Statement and cooperating fully in its enforcement. In doing so, we reaffirm our collective commitment to the principles of EEO in the workplace.

Employees or applicants who believe they have been subjected to discrimination or retaliation should contact the DHA Office of Equal Employment and Resolution Management within 45 calendar days from the date of the alleged discriminatory act(s) at dha.ncr.cofs.mbx.oeerm@health.mil.

TELITA CROSLAND
LTG, USA
Director