



DEPARTMENT OF THE ARMY
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EQUAL EMPLOYMENT OPPORTUNITY POLICY FOR CIVILIAN EMPLOYEES

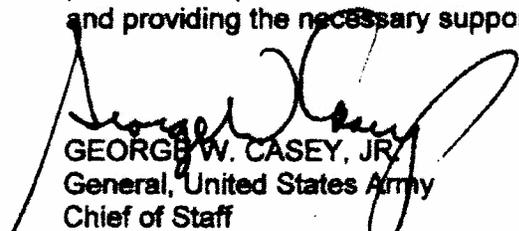
We are committed to fostering a policy of equal employment opportunity for civilian employees and applicants for employment. The Army is strengthened by the full range of talents that each civilian employee brings to the workplace in accomplishing our national defense mission. A diverse civilian workforce that reflects our American society strengthens the Army by providing different perspectives and solutions to work-related challenges.

All persons have the right to work or advance on the basis of merit, ability and potential, free from social, personal or institutional barriers of prohibited discrimination. Military and civilian supervisors/managers must acknowledge the value and dignity of their employees. Every civilian employee should be treated with respect, should have the opportunity to achieve the highest grade or level of responsibility according to his or her potential, and should be encouraged to contribute fully to the Army's mission.

Managers, supervisors, and employees must understand and identify unlawful conduct and fulfill their obligation to prevent prohibited discrimination and take immediate corrective action, including discipline, where appropriate. Individuals who perceive they are being subjected to prohibited discrimination should report the matter to an appropriate authority or office. Procedures for processing discrimination complaints will be clearly posted in all work areas. The Department of the Army supports the rights of all employees to exercise their rights under the civil rights statutes. Reprisal against one who has engaged in protected activity will not be tolerated.

Managers must make selections for training and career development programs, merit promotion actions, awards, and other types of recognition and personnel actions in accordance with sound personnel management practices and without regard to race, color, sex, sexual orientation, religion, national origin, age, disability, marital status, political affiliation, parental status, and genetic predisposition.

We encourage all members of the Army team to strive for, achieve, and maintain a positive workplace environment. This is vital to the Army mission of keeping the peace and providing the necessary support to win any war.


GEORGE W. CASEY, JR.
General, United States Army
Chief of Staff


PETE GEREN
Secretary of the Army