DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
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Equal Employment Opportunity Office

05-EEO-003
March 23, 2005

DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
POLICY MEMORANDUM

SUBJECT: Equal Employment Opportunity

It is the policy of the Department of Defense Education Activity (DoDEA) that all DoDEA personnel shall be fully committed to equal opportunity in employment through implementation of strong Equal Employment Opportunity (EEO) and Affirmative Employment Programs. This policy mandates equal opportunity for all persons and prohibits discrimination based on race, color, religion, sex, national origin, age, disability, or reprisal for participating in a protected EEO activity. All DoDEA personnel policies, practices, and operations will be consistent with this mandate and comply with EEO regulatory guidelines.

All DoDEA personnel must aggressively pursue and implement affirmative employment strategies designed to promote equal opportunity in the workforce. Attention to EEO goals and objectives will result in the attainment of full representation for all persons at all grade levels and occupations. Every administrator, manager, and supervisor must demonstrate dynamic leadership to foster a workplace that is free of discrimination and harassment. All DoDEA supervisory and non-supervisory employees will fully support this policy and take immediate, appropriate measures to stop, identify, and prevent all forms of unlawful discrimination. Harassment of any kind will not be tolerated in DoDEA.

The same high level of effort and commitment required of every DoDEA administrator, manager, and supervisor, to ensure excellence in education and customer service, is also needed to accomplish equal opportunity and affirmative employment objectives. Every DoDEA employee shall do his or her part. All DoDEA administrators, supervisors, and managers shall take proactive measures to ensure that this policy is enforced throughout DoDEA's workforce and establish procedures for reporting and investigating incidents of unlawful discrimination.

DoDEA will work together to achieve a workforce reflective of the diversity and talent of our Nation.

This policy memorandum supersedes, "Equal Employment Opportunity Policy," 01-EEO-001 dated April 6, 2001. The provisions of this policy will be included in the next revision of DoDEA Regulation 5713.9, "Equal Employment Opportunity."

Questions concerning this policy should be addressed to Chief, Equal Employment Opportunity Office, telephone number 703-588-3232.

Joseph D. Tafoya
Director