



SECRETARY OF THE ARMY
WASHINGTON

01 NOV 2021

**ARMY DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY
POLICY STATEMENT**

I am committed to developing and fostering an environment that promotes and practices diversity, equity, inclusion, and accessibility (DEIA). Individually, these concepts emphasize the ability to create cohesive teams, which is integral to building trust at all levels. As a whole, they enable overall readiness and mission success.

We continue to make progress in acquiring, developing, employing, and retaining the best and brightest talent who want to serve from all segments of society. Our efforts must be reflected throughout the Army, in all occupations, grades, and ranks. The Army will continue to pursue the principles of DEIA through several platforms: the Diversity, Equity, and Inclusion Annex to The Army People Strategy; Project Inclusion; training; talent management; data and trend analysis; and policy review and development.

Army leaders must be intentional in practicing inclusivity, as the by-product of committing to do so is fairness. Merely recruiting and hiring a representative and diverse workforce is not enough. To gain the maximum benefit from our increasingly changing workforce, personnel must feel valued and motivated to work toward their personal and professional aspirations. Advancing the concepts and practices of DEIA is a critical effort to mission accomplishment and is also essential to building and maintaining trust in our organization.

As Secretary of the Army, I urge you to join me in making DEIA a critical force multiplier in your decision-making processes. Together, we will ensure the Army continues to reflect the Department of Defense's Human Goals proclamation that each individual has dignity and worth, and to reinforce the ideals of a mission-ready Total Force that embraces equality, fairness, civility, and respect.

We owe it to our Nation to build the best Army we can. Failing to serve those who serve others is not an option. Remember: "Diversity is the force, equity is the goal, inclusion is the way."

A handwritten signature in black ink, reading "Christine E. Wormuth".

Christine E. Wormuth

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CIVILIAN EQUAL EMPLOYMENT OPPORTUNITY POLICY

As Secretary of the Army, I am committed to ensuring equal opportunity in employment for Department of the Army (DA) Civilian employees and applicants. The Army does not condone prohibited personnel practices in employment. I will sustain the Army's commitment and dedication to an environment that encourages and enables individuals to perform fully and exceptionally without interference, barriers, or harassment.

It is Army policy to provide equal opportunity in Federal employment for all persons; to maintain a workplace that is free from harassment; to design, construct, develop, and maintain facilities, information and communication technology, programs, and services so that all people, including individuals with disabilities, can fully and independently use them; and to prohibit discrimination in employment because of race, color, national origin, religion, sex (including gender identity, sexual orientation, and pregnancy), disability, age (40 or older), genetic information, retaliation, or any other impermissible basis.

This Equal Employment Opportunity (EEO) policy applies to and must be an integral part of every aspect of personnel policy and practice in the employment, development, advancement, and treatment of DA Civilian employees to the extent the law permits. Employees who believe they have experienced unlawful discrimination should contact their servicing EEO office to pursue resolution of the matter and explore potential avenues of redress.

Managers must act promptly to prevent and eliminate discrimination, harassment, and retaliation in the workplace, including initiating or conducting an inquiry or investigation into such a matter, when appropriate. Army personnel who engage in discrimination or harassment may be subject to disciplinary action, including suspension or dismissal.

Together, we can make the Army the best place to work in the Federal Government. To make this vision a reality, each of us must contribute to a sustained and vibrant climate and culture where all members of the team are valued and treated with dignity and respect. Remember: "Diversity is the force, equity is the goal, inclusion is the way."

A handwritten signature in black ink, reading "Christine E. Wormuth", is positioned above the printed name.

Christine E. Wormuth