



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY - 5 2023

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Equal Opportunity Policy Statement

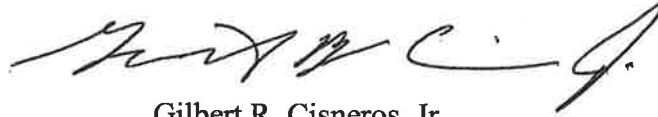
The Department of Defense (DoD) is committed to ensuring an environment founded on principles of equity and inclusion for every member of the Total Force. From its inception, our Nation's military has been an organization that brings together people from diverse backgrounds and life experiences to work together, united by our national defense mission. Throughout our Nation's history, DoD has often served as an institutional leader, demonstrating the progression of equality, accessibility, and the advancement of diversity in the workplace. With a global presence that spans all seven continents and includes approximately 4,800 Defense sites, the impact of the workforce we model is far-reaching.

Our people are our greatest resource, and it is our duty to make the Department a workplace of choice that is characterized by equal opportunity, equity, accessibility, and inclusion and one that reflects the vast diversity of the great Nation we serve. Military equal opportunity and civilian equal employment opportunity (EEO) enable, and are the foundations of, equity and inclusion efforts across the Department. It is DoD policy to promote an inclusive culture that enables differences among personnel to improve DoD business practices, readiness, and lethality, and supports an individual's ability to contribute to the mission.

In policy and in practice, the Department does not tolerate or condone prohibited discrimination, harassment, retaliation, or reprisal of any kind. These reprehensible behaviors jeopardize combat readiness and mission accomplishment, weaken trust among our personnel, and erode cohesion. It is unlawful to discriminate against civilian employees based on race, color, national origin, religion, sex (including pregnancy, gender identity, and sexual orientation), disability, age, genetic information, or reprisal for previous EEO activity. Similarly, discrimination against Service members based on race, color, national origin, religion, sex (including pregnancy), gender identity, or sexual orientation is prohibited. Leaders at all levels must promptly act to prevent and eliminate such behaviors and actively cultivate a culture of inclusivity that fosters the Department's core values.

The Department encourages reporting of such behaviors, including anonymous reporting, and provides multiple venues to report prohibited discrimination and harassment, including sexual harassment, bullying, and hazing. Leaders must facilitate reporting; establish a culture wherein this misconduct will not be tolerated; promptly respond to allegations of misconduct; conduct thorough, neutral, and timely investigations, as appropriate; and provide appropriate aid to those who have experienced prohibited discrimination and harassment.

Our military and civilian workforce is woven from the extraordinary fabric of our great Nation. I am honored to be the Chief Diversity and Inclusion Officer of a Department that exemplifies the incredible diversity of the United States. As part of a diverse force, it is imperative that we promote an inclusive environment free from prohibited discrimination and harassment to ensure our continued success in the field, fleet, delta, and wing. The Department relies on each of us to lead by example and put forth our best effort each day.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", written in a cursive style.

Gilbert R. Cisneros, Jr.