



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As Secretary of the Army, I am committed to developing and fostering an environment that promotes and reflects diversity, equity, inclusion, and accessibility. Individually, these concepts enhance the Army's ability to create cohesive teams, which is integral to building trust at all levels; collectively, they leverage the strength of our people, advance opportunity, and optimize talent. These concepts enable the Army to fight and win our Nation's wars. As an integral part of that mission, the Army must protect our own employees from unlawful discrimination, harassment, and retaliation to ensure continued success.

This Equal Employment Opportunity (EEO) policy statement is a reminder that all Army employees are protected from unlawful discrimination. Army employees and applicants for employment are covered by Federal laws and Presidential Executive orders designed to safeguard them from discrimination based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability (mental and physical), conditions related to pregnancy and childbirth, genetic information (individual or family medical history), political affiliation, or other non-merit-based factors, and from actions taken in retaliation or reprisal for protected EEO activity, or that create a "chilling effect" on EEO activity ("*per se* reprisal").

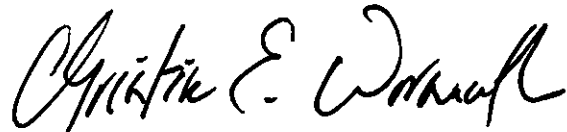
These protections extend to all management practices and employment decisions, including recruitment and hiring, performance appraisals, promotions, training, and career development programs. Consistent with these obligations, the Army provides reasonable accommodations to employees and applicants for functional limitations caused by disabilities; for known limitations related to pregnancy, childbirth, or related medical conditions; and for sincerely held religious beliefs, observances, and practices.

Army employees and applicants are also protected against retaliation. Consistent with Federal laws, acts of retaliation against an employee or applicant who engages in protected activity, such as reporting discrimination or harassment or participating in the EEO process, will not be tolerated. The Army will take prompt action if an employee or applicant is subjected to workplace discrimination, retaliation, or harassment (including sexual harassment).

We must be diligent in maintaining a workplace free from discrimination. This includes working to ensure that harassment, on any protected basis, or in retaliation or reprisal for protected EEO activity, does not occur within our Army. Army managers and supervisors play a critical role and have a responsibility to help prevent and eliminate harassment in the workplace, and all employees have a duty not to engage in harassing conduct and to report any such conduct if it occurs. Army employees or applicants who

believe that they have been subjected to discrimination, harassment, or retaliation should contact their local EEO office.

It is incumbent upon all of us to ensure that the Army is a model employer and serves as an example of equity and inclusiveness for all workplaces, within and outside the Federal government. Likewise, each of us must take responsibility for implementing the Army's EEO policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a work environment free from unlawful discrimination, harassment, and retaliation.

A handwritten signature in black ink, reading "Christine E. Wormuth". The signature is written in a cursive style with a large, looped initial "C".

Christine E. Wormuth