DEPARTMENT OF DEFENSE
DEFENSE MEDIA ACTIVITY
6700 TAYLOR AVENUE
FORT MEADE, MD 20755-7061

JAN 08 2019

PUBLIC AFFAIRS

MEMORANDUM FOR ALL DEFENSE MEDIA ACTIVITY EMPLOYEES

SUBJECT: Policy Memorandum # 3 - Policy on Equal Employment Opportunity, Military Equal Opportunity, Diversity and Inclusion

My goal is to create a climate of innovation, opportunity and success within Defense Media Activity (DMA) where each employee is recognized for his or her individual performance and is given the opportunity to contribute fully to the accomplishment of our mission. We cannot accomplish our mission without honoring the diversity of our workforce and ensuring all DMA personnel are treated with respect and dignity.

DMA personnel are protected by federal laws, Presidential Executive Orders, and regulations designed to protect federal employees from discrimination and harassment based on race, religion, color, sex (including pregnancy and gender identity), sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or any other non-merit based factor. These protections extend to all management practices and decisions, including recruitment and hiring practices, performance evaluations, and training and career development programs.

DMA personnel are also protected against retaliation. Consistent with federal law, acts of retaliation against an employee who engages in a protected activity, whistleblowing, or the exercise of any appeal or grievance right provided by law will not be tolerated.

Our supervisors bear a special responsibility for enforcing anti-discrimination and anti-harassment laws and promoting equity, diversity, and inclusion in the workplace. Supervisors are also reminded of their responsibilities to prevent, document, and promptly correct harassing conduct in the workplace, and to provide reasonable accommodation to qualified individuals with disabilities and accommodations for religious practices in accordance with applicable laws.

DMA personnel who believe that they have been subjected to unlawful discrimination or retaliation should contact the DMA Office of Diversity Management and Equal Opportunity at 301-222-6752, DSN 733-4752 or dma.meade.hqdma.mbx.dma-eeo@mail.mil.

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Paul R. Haverstick, Jr.
Colonel, U.S. Army
Acting Director