



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As Secretary of the Army, I have one primary responsibility: ensuring our Army is always ready to dominate the battlefield. Our mission is to prepare for and win our Nation's wars, and we do that best when every one of us feels purpose, respect, and contributes their utmost for the team.

Our strength depends on building strong, cohesive teams. This begins by recognizing that every person in our organization deserves to be treated with dignity. When we look after our teammates, we create an environment where ideas flourish, tap into talent, and empower every member to achieve excellence. Unlawful discrimination, harassment, or retaliation not only undermines our shared morale but degrades our ability to fight effectively. Each of you plays an essential role in our mission, and we must all actively work to protect each other.

Our people are our strength, and federal laws and executive orders protect them from discrimination based on race, color, religion, sex, national origin, age, disability, genetic information, or any other factor unrelated to our ability to serve. These protections extend to every aspect of employment, from recruitment and hiring to promotions and career development. I urge you to hold our institution accountable to uphold an Army free from harassment and disrespect.

We provide reasonable accommodations for those who need them, whether for religious beliefs, disabilities, or challenges arising from pregnancy and related conditions. Our commitment is rooted in fairness and a genuine desire to retain the best talent, ensuring that every member can contribute fully to our shared mission. This interactive, good-faith process is a promise that each person's well-being contributes to our operational effectiveness.

Any harassment is contrary to who we are as an Army. No one should ever feel isolated or intimidated because of who they are, and everyone is expected to create and maintain a workplace where issues are addressed swiftly and with care. We have multiple channels in place to ensure that every concern is handled promptly. Retaliation against someone for raising a concern or participating in a process to uphold our values will not be tolerated under any circumstance.

I want each of you to know that this is not simply about legal obligations. We must ensure every interaction and decision contributes to a work culture that brings out the very best in our Army. We are all partners in this effort, responsible for maintaining a professional and supportive environment which, in turn, enables us to carry out our mission effectively.

In leading by example and holding ourselves accountable, we make the Army not only the strongest force in the world but also a model employer dedicated to fairness, respect, and excellence. Together, let's continue to build an Army where every member is valued—because when we protect each other, we advance our

A handwritten signature in black ink, appearing to read "Dan Driscoll", is positioned above the printed name.

Dan Driscoll