INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
400 ARMY NAVY DRIVE
ARLINGTON, VIRGINIA 22202–4704

SEP 18 2002

MEMORANDUM FOR ALL PERSONNEL AND APPLICANTS FOR EMPLOYMENT, OFFICE OF THE INSPECTOR GENERAL, DEPARTMENT OF DEFENSE

SUBJECT: Policy Statement on Equal Employment Opportunity

I am personally committed to supporting the principles of Equal Employment Opportunity (EEO) and believe that "E Pluribus Unum" which means "One from many parts" illustrates our diversity. George Washington had as one of his maxims that we should always "Reward and punish every man according to his merit, without partiality or prejudice." This principle, although articulated in the context of the Revolutionary War, still holds true today, requiring that we treat all people equally alike.

In accordance with Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act of 1967, and the Rehabilitation Act of 1973 which prohibits discrimination based on race, color, religion, sex, national origin, age, and physical or mental disability, inherent in this policy is a commitment to:

a. Eradicate any practices, procedures or policies that may be discriminatory;

b. Eliminate barriers that impede the movement of minorities and women into upper level occupations;

c. Assure that employment decisions, such as recruitment, assignments, promotions, training and development opportunities, are based solely on merit factors;

d. Ensure a workplace free of harassment; and

e. Provide a culture for our workplace that promotes and values diversity.

Each OIG manager must commit to the EEO effort with the same level of leadership and dedication as his or her other organizational duties require; the result will be an effective system of equal opportunity throughout the OIG. Managers and supervisors at all levels will be held accountable for applicable EEO standards including those set forth by our Commander in Chief, the Secretary of Defense and the Equal Employment Opportunity Commission.

We must remember that EEO is everyone's business. Both managers and employees are responsible for creating an atmosphere that fosters respect for everyone in the workplace. I ask that each of you give your personal commitment to this goal.

Joseph E. Schmitz