



Defense Threat Reduction Agency

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MEMORANDUM FOR DISTRIBUTION C

SUBJECT: Policy Statement on Military Equal Opportunity

This statement expresses my strongest commitment to the principles of equal opportunity and fair treatment of all military personnel assigned to the Defense Threat Reduction Agency (DTRA). Our ability to meet the significant challenges outlined in our mission statement, "*The Defense Threat Reduction Agency safeguards America and its allies from weapons of mass destruction . . . by providing capabilities to reduce, eliminate, and counter the threat and mitigate its effects,*" depends on how well we develop and utilize the talents of our diverse population.

All DTRA soldiers, sailors, airmen, and marines will be managed, trained, promoted, evaluated, rewarded, and retained based solely on their ability and contributions. I will not tolerate discrimination, harassment, or unequal treatment based on race, color, religion, gender, or national origin. We will be alert to any form of discrimination, whether real or perceived.

I strongly encourage you to seek prompt and impartial resolution of complaints at the lowest level through the chain of command. Those matters that cannot be resolved should be brought to the attention of the DTRA Equal Opportunity and Diversity Programs Office. You may call that office at 703-767-4451 or DSN 427-4451. Alternative Dispute Resolution (ADR) procedures are available to military members and I encourage you to consider this type of conflict resolution with EO Office personnel, if appropriate. All formal complaints will be promptly and thoroughly investigated and appropriate action will be taken for those that are validated.

All directors and staff office chiefs are responsible for ensuring that this policy is disseminated to all personnel under their supervision and area of responsibility.

A handwritten signature in black ink, appearing to read "Ken Myers", is positioned above the typed name.

Kenneth A. Myers
Director