



DEFENSE THREAT REDUCTION AGENCY
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FORT BELVOIR, VA 22060-6201

May 17, 2024

MEMORANDUM FOR DISTRIBUTION C

SUBJECT: Policy Statement on Military Equal Opportunity

The Defense Threat Reduction Agency (DTRA) is committed to fostering an environment wherein all Military Service members are treated with dignity and respect, and where all Soldiers, Sailors, Marines, Airmen, Guardsmen, and Guardians are provided a working environment that is free from unlawful discrimination.

DTRA is dedicated to ensuring equal employment opportunity for its entire workforce regardless of their race, religion, color, sex (including pregnancy, gender identity and sexual orientation), national origin, age, genetic information, or disability. All Service members have the freedom to compete on a fair and level playing field with equal opportunity for competition. Equal employment opportunity covers all Service members and employment programs, management practices, and decisions. This includes, but is not limited to, recruitment and hiring, merit promotion, transfer, reassignments, training and career development, benefits, and separation.

DTRA Service members bring a rich diversity of experience and talent that enhances our ability to achieve our critical global mission. DTRA will not tolerate discrimination or workplace harassment, and the Agency will correct any harassing conduct before it becomes severe or pervasive. Service members have my absolute assurance that I, along with all senior leaders, managers, and supervisors, will continue to promote an environment free from personal, social, or institutional barriers that impede their ability to contribute fully to our mission and to grow personally and professionally.

If incidents occur that violate this policy, I expect our Service members to seek prompt resolution at the lowest level by using their chain of command. Any matter that cannot be resolved should be brought to the attention of the Equal Employment Opportunity (EO) Office at DTRA Ft Belvoir Org Mailbox DTRA EEO and MEO Complaints (dtra.belvoir.org.mbx.dtra-eeo-and-meo-complaints@mail.mil). Reprisal against anyone who engages in protected activity will not be tolerated, and the Agency supports the ability of all Service members to exercise their rights under civil rights statutes.

The Alternative Dispute Resolution (ADR) process is also available to Service members and should be considered for conflict resolution, if appropriate. Please contact EO for further information on the ADR process. Complaints will be promptly and thoroughly investigated, and appropriate action will be taken if complaints are substantiated.

Rebecca K.C. Hersman
Director