MEMORANDUM FOR DDESS/DODDS-CUBA ADMINISTRATORS, SUPERVISORS AND MANAGERS

As Interim Director, DDESS/DoDDS-Cuba, I'm proud to convey my clear commitment to equal employment opportunity and a productive environment that is discrimination and harassment free. Our ability to be a results-oriented organization focused on performance excellence is directly linked to having a fair and inclusive organizational culture that leverages the diversity of all our human resources.

Essential to creating such a culture is the demonstration of our core values of equality, respect, collaboration, and excellence. Each of us bears the responsibility to ensure that discrimination is not tolerated and that equal opportunity, diversity and inclusion are promoted so that every individual can contribute to his or her fullest potential to the DoDEA mission.

Administrators, supervisors and managers bear a special responsibility to promote equal opportunity and diversity principles and to communicate to the workforce that behaviors counter to these principles are unacceptable and will be vigorously addressed. Success and innovation can only thrive in an inclusive work environment where individuals respect and appreciate individual differences.

The attached Equal Opportunity Policy Statement reflects all applicable Federal EEO laws and regulatory guidelines to ensure equal opportunity in the workplace. This Policy statement is to be posted prominently in all public areas accessible to the workforce. Your active engagement is critical to cultivating a diverse and inclusive environment in DDESS/DoDDS-Cuba.

Sincerely,

Elizabeth Middlemiss, Ph.D. Interim Director, DDESS/DoDDS-Cuba

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