



DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
HEADQUARTERS  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1400

JUL 19 2021

MEMORANDUM FOR ALL DODEA PERSONNEL

SUBJECT: Equal Employment Opportunity Statement

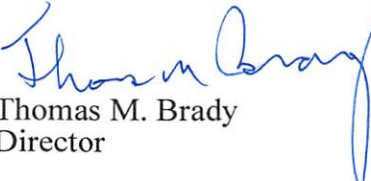
At the Department of Defense Education Activity (DoDEA), we are fully committed to Equal Employment Opportunity (EEO) for all personnel and applicants because we understand that this provides DoDEA a road map for recruiting and retaining talented and high performing teachers and personnel to achieve our visions and goals of success. Utilizing the Blueprint for Continuous Improvement as our foundation, DoDEA understands that we share a collective responsibility to cultivate and maintain a climate of fairness, accessibility, and protection from discrimination and retaliation.

Consequently, DoDEA strictly prohibits discrimination based on race, religion, color, sex (including pregnancy), gender identity and sexual orientation, national origin, age (40 and older), genetic information, or disability. These protections extend to all employment policies, practices, and actions, including but not limited to recruitment and hiring, merit promotion, transfer, reassignments, benefits, job assignments, performance management, rewards, promotions, training and development, reassignments, discipline, and removals. Additionally, DoDEA is committed to ensuring an environment where employees are free from fear of retaliation and are encouraged to raise concerns about employment discrimination and to participate in the Agency's EEO process. DoDEA strictly prohibits retaliation against employees for opposing employment discrimination or participating in the EEO complaint process. DoDEA also strictly prohibits any personnel from interfering with the EEO process or behaving in a manner that would reasonably have the effect of interfering with another individual's participation in the EEO process. Workplace harassment will not be tolerated, and the agency will correct the harassing conduct before it becomes severe or pervasive.

Any employee or applicant for employment who believes he or she has been subjected to discrimination, harassment, or retaliation and wishes to pursue a discrimination complaint must do so by contacting the regional EEO Counselor or HQ Diversity Management and Equal Opportunity (DMEO) office within 45 calendar days of the alleged harm by visiting the HQ DMEO website: <http://www.dodea.edu/Offices/DMEO> or by contacting the Branch Chief, Case Management Branch Office at (571) 372-7991 or [EEO.Complaints@hq.dodea.edu](mailto:EEO.Complaints@hq.dodea.edu). Employees are also encouraged to use DoDEA's Alternative Dispute Resolution (ADR) process as a valuable tool to resolve EEO complaints in a prompt and effective manner.

To learn more about the DMEO Complaints and ADR processes, please visit the DMEO web page located at <https://www.dodea.edu/Offices/DMEO/compliance.cfm>.

Sincerely,

  
Thomas M. Brady  
Director