



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

AUG 18 2009

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

SUBJECT: Policy Statement on Equal Employment Opportunity

It has been a long standing practice and policy of the Office of Inspector General (OIG), Department of Defense (DoD), to ensure fair and equal opportunities for all people. Our customers, our stakeholders, our employees, and potential employees depend on our ability to work together as a cohesive team.

I am committed to the principles of fairness and depend on each of you to help create and maintain a culture where all employees are valued and respected for who they are and the capabilities they bring to the workforce.

Together we will ensure that employees are promoted and trained solely on the bases of their experience, knowledge, skills and abilities and rewarded for their performance. Creating and maintaining an environment that is free from discrimination and harassment will help us attract, develop and retain outstanding employees, and motivate and inspire their loyalty. Adherence to the principles of equal opportunity ensures all employees a positive environment to reach their fullest potential. Equal opportunity is an integral part of the OIG core values of Integrity, Efficiency, and Effectiveness.

The OIG Instruction 1440.1, *Equal Employment Opportunity Program*, establishes the policies, responsibilities, and procedures for our EEO program. For information or assistance regarding our EEO program please contact our Equal Employment Opportunity Directorate. This office will provide you a greater understanding of Federal discrimination and affirmative action laws, regulations, and policies. The OIG is committed to creating and sustaining a diverse workforce by providing optimal opportunities for all individuals to contribute to the agency's success.

Our Nation is depending on us to hold each other accountable for maintaining an atmosphere that fosters respect for everyone in the workplace. Thank you for your personal support and commitment to a positive and fair work environment.

A handwritten signature in cursive script, reading "Gordon S. Heddell", is positioned above the printed name.

Gordon S. Heddell