



DEFENSE FINANCE AND ACCOUNTING SERVICE

8899 EAST 56TH STREET
INDIANAPOLIS, IN 46249-0201

MEMORANDUM FOR ALL DEFENSE FINANCE AND ACCOUNTING SERVICE SUPERVISORS AND MANAGERS

SUBJECT: Manager Accountability for Equal Employment Opportunity (EEO) Policy
Organizational Commitment Statement

Creating and supporting a model EEO program is the responsibility of all Defense Finance and Accounting Service (DFAS) management officials. This requires prioritizing the proactive prevention of unlawful discrimination by fostering a respectful work environment, ensuring every individual is empowered to maximize their contributions to the mission without institutional or interpersonal barriers.

Pursuant to Department of Defense (DoD) Directive 1440.1, "Civilian Equal Employment Opportunity (EEO) Program," EEO responsibilities are explicitly included as part of each supervisor's and manager's performance plan. DoD Directive 1440.1 also mandates that the performance evaluations of managers and supervisors include input regarding whether they fostered a workplace free from harassment and retaliation, and whether they supported policies and procedures to prevent and respond to harassment by correcting harassing conduct.

When rating supervisors and managers, rating officials must consider each individual's commitment to, and impact on, actively maintaining a workplace free of unlawful discrimination and harassment. The Agency's Office of Equal Opportunity Programs provides training opportunities for managers and supervisors on how to discharge their responsibilities under civil rights laws and regulations. Furthermore, DFAS is committed to building a workplace where Merit System Principles are understood and implemented by every supervisor and manager.

Managers and supervisors have a fundamental responsibility to ensure employees and applicants are not subjected to reprisal or retaliation if they engage in protected EEO activity. DFAS supports the ability of all personnel to exercise their rights under applicable civil rights statutes. This statement affirms the agency's commitment to maintaining proactive, clearly defined, well-communicated, consistent, and fair practices that ensure equal opportunity for all employees.

WITTER.JONATHAN
AN.R.1229768537

Digitally signed by
WITTER.JONATHAN.R.1229768
537
Date: 2026.07.29 11:41:27 -04'00'

Jonathan Witter
Director