



## Department of Defense

# HUMAN GOALS

*OUR Nation was founded on the principle that the individual has infinite dignity and worth. The Department of Defense, which exists to keep the Nation secure and at peace, must always be guided by this principle. In all that we do, we must show respect for the serviceman, the servicewoman, the civilian employee, and family members, recognizing their individual needs, aspirations, and capabilities.*

*THE defense of the Nation requires a well-trained volunteer force, military and civilian, regular and reserve. To provide such a force, we must increase the attractiveness of a career in the Department of Defense so that service members and civilian employees will feel the highest pride in themselves, their work, their organization, and their profession.*

### THE ATTAINMENT OF THESE GOALS REQUIRES THAT WE STRIVE

**TO** attract to the Department of Defense people with ability, dedication, and capacity for growth;

**TO** provide opportunity for everyone, military and civilian, to rise to as high a level of responsibility as possible, dependent only on individual talent and diligence;

**TO** assure that equal opportunity programs are an integral part of readiness;

**TO** make military service in the Department of Defense a model of equal opportunity for all regardless of race, color, sex, religion, or national origin;

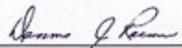
**TO** provide equity in civilian employment regardless of race, color, sex, religion, national origin, disability, age, or sexual orientation, and to provide an environment that is accessible to and usable by all;

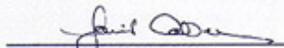
**TO** hold those who do business with or receive assistance from the Department to full compliance with its equal opportunity policies;

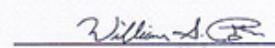
**TO** help each service member in leaving the service to readjust to civilian life;

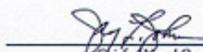
**TO** create an environment that values diversity and fosters mutual respect and cooperation among all persons; and

**TO** contribute to the improvement of our society, including its disadvantaged members, by greater utilization of our human and physical resources while maintaining full effectiveness in the performance of our primary mission.

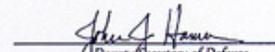
  
Chief of Staff, U.S. Army

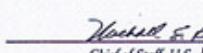
  
Secretary of the Army

  
Secretary of Defense

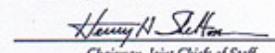
  
Chief of Naval Operations

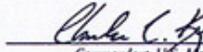
  
Secretary of the Navy

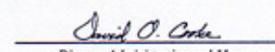
  
Deputy Secretary of Defense

  
Chief of Staff, U.S. Air Force

  
Secretary of the Air Force

  
Chairman, Joint Chiefs of Staff

  
Commandant, U.S. Marine Corps

  
Director, Administration and Management

July 24, 1998