



## Department of Defense

# HUMAN GOALS

*OUR Nation was founded on the principle that each 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 Service members, civilian employees, and family members, recognizing their individual needs, aspirations, and capabilities.*

*THE defense of the Nation requires a well-trained volunteer total force comprised of active and reserve military members and civilian personnel. We gain a strategic advantage through the diversity of our total force and create a culture of inclusion where individuals are drawn to serve, are valued, and actively contribute to overall mission success.*

### 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 is 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, sexual orientation, or national origin;

**TO** provide equity in civilian employment regardless of race, color, sex, religion, national origin, disability, age, sexual orientation, or genetic information, without reprisal and to provide an environment that is accessible to and usable by all;

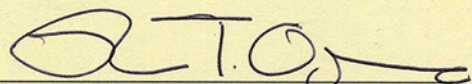
**TO** hold those who do business with or receive assistance from the Department to full compliance with its equal opportunity policies;

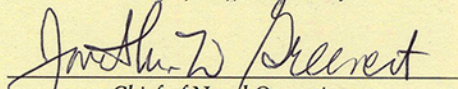
**TO** help each service member in leaving the service to transition to civilian life;

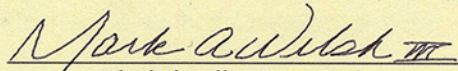
**TO** create an inclusive environment that values diversity and fosters mutual respect and cooperation among all persons;


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

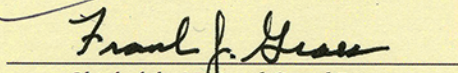
**TO** foster a culture that treats all individuals as full and equal partners on the National Defense team, and encourages the fullest utilization of their skills consistent with DoD policy.

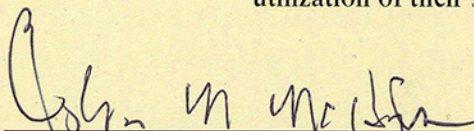
  
Chief of Staff, U.S. Army

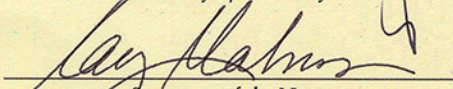
  
Chief of Naval Operations

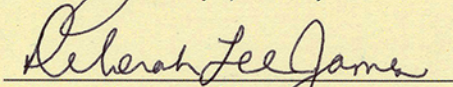
  
Chief of Staff, U.S. Air Force

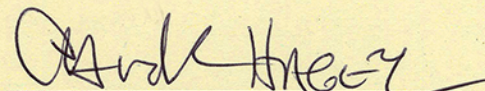
  
Commandant, U.S. Marine Corps

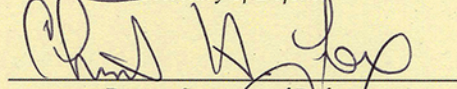
  
Chief of the National Guard Bureau

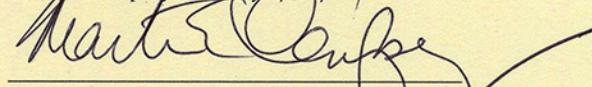
  
Secretary of the Army

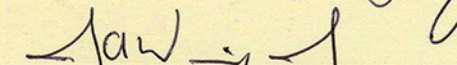
  
Secretary of the Navy

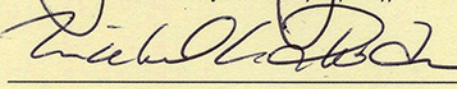
  
Secretary of the Air Force

  
Secretary of Defense

  
Deputy Secretary of Defense

  
Chairman, Joint Chiefs of Staff

  
Vice Chairman, Joint Chiefs of Staff

  
Director, Administration and Management

April 28, 2014