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MESSAGE FROM THE SECRETARY: The Equal Opportunity, Diversity and Inclusion, No FEAR and Whistleblower Rights and Protection Policy Statement - Message (HTML) (Read-Only)

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MESSAGE FROM THE SECRETARY: The Equal Opportunity, Diversity and Inclusion, No FEAR and Whistleblower Rights and Protection Policy Statement

VA Secretary Robert L. Wilkie  
To: VAAIIEXOMailboxes

Mon 12/7/2020 10:08 AM

**A MESSAGE FROM THE SECRETARY**

**The Equal Opportunity, Diversity and Inclusion, No FEAR and Whistleblower Rights and Protection Policy Statement**

Now more than ever, I reaffirm my unwavering commitment to the imperatives and principles of equal employment opportunity (EEO), diversity and inclusion. The Department of Veterans Affairs (VA) depends on all of you to contribute your diverse talent, ideas and perspectives to fulfill your responsibilities and achieve our organizational goals for the well-being of our Nation's Veterans. Each of us bears this responsibility and must commit ourselves to creating a fair and inclusive workplace where everyone feels welcome and are empowered to thrive. Every VA employee must be treated with the utmost dignity and respect.

Essential to fostering a fair and inclusive workplace is the assurance of EEO for everyone. To this end, all employees, regardless of race, color, religion, national origin, sex (including gender identity, transgender status, sexual orientation and pregnancy), age (40 or older), disability, genetic information, marital status, parental status, political affiliation or retaliation, must be provided with civil, equitable and inclusive workplaces, free from unlawful discrimination, harassment and retaliation.

All VA managers and supervisors are accountable for maintaining a safe and civil work environment for all employees that is free from unlawful discrimination, harassment, retaliation, bullying, intimidation, violence, threats of violence or other disruptive or inappropriate behaviors. I expect you to review this [Policy Statement](#) with your staff and colleagues and to reinforce these expectations.

Beyond measure, I appreciate your invaluable service to VA and your devotion to America's Veterans.

Robert L. Wilkie

**PLEASE PRODUCE LOCALLY FOR ALL THOSE WHO DO NOT ROUTINELY ACCESS EMAIL DUE TO THEIR SPECIALTIES.**