



The Secretary of Energy

Washington, DC 20585

October 31, 2001

MEMORANDUM FOR ALL DEPARTMENT EMPLOYEES

FROM: SPENCER ABRAHAM

A handwritten signature in blue ink that reads "Spencer Abraham".

SUBJECT: Equal Employment Opportunity and Diversity Policy Statement

The Department of Energy's mission is of critical importance to this Nation. The Department's strength is in its people, a group of outstanding and committed individuals who, working together, have made DOE an international leader in the field of energy and technology. Our people are our greatest resource.

If we are to continue to thrive in the changing global economy, then plainly we must meet the professional aspirations of the employees and candidates for employment we seek to retain and attract. We must provide all employees and potential employees with equal employment opportunity in areas such as hiring, professional growth, promotion, leadership development, and training. It is our responsibility to make DOE the Federal Government employer of choice.

Fostering a culture of inclusion and respect at the Department of Energy is one of my top priorities -- a culture that values and embraces diversity and allows each and every employee to participate fully and succeed up to his or her full potential.

To ensure that we achieve this important goal, we must renew our commitment to eradicating illegal discrimination, and to not only promoting but also practicing equal employment opportunity and inclusiveness in our workforce.

Discrimination not only violates law and Departmental policy, it is also counterproductive to the mission of the Department. It undermines our ability to come together, as a team, to work toward a common goal. It diminishes our performance, and invites failure. We cannot allow that to happen. Accordingly, the Department expects -- and requires -- full compliance with both the spirit and the letter of all civil rights laws.



To achieve our goals, we must embrace our differences, not seek to eliminate them. These differences can be a key to success by acting as a catalyst for new ideas, new concepts, and new approaches. We must build this understanding into our corporate culture and our various undertakings.

I expect all DOE managers and supervisors to take a lead role in ensuring that every personnel decision is just, equitable and fair. Every employee should be given an opportunity to succeed, and considerations that have no bearing on a person's ability to do the job (such as race, sex, religion, or national origin) should not burden that person's employment or advancement. Managers and supervisors must work to eliminate irrelevant barriers that hamper an individual's ability to contribute to the DOE mission.

The responsibility does not lie solely with our managers and supervisors. Each and every DOE employee is also personally responsible for actively supporting these principles. Working together, we can maintain the Department's leadership position in science and technology, while making DOE the model of a truly diverse and talented agency.