



PUBLIC HEALTH SERVICE

POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

The Public Health Service has a proud heritage of protecting and advancing the health of the American people. As you know, the Secretary has stated her commitment to fairness and diversity. I am in complete agreement with her that the respect and dignity with which we treat each other here in PHS is indeed crucial to the success of our mission.

PHS must reflect an environment that is free of discrimination and harassment of any kind--for our workers and for those we serve throughout our programs. The talents and strengths of each and every one of us must be fully utilized. A diverse PHS is better able to meet the demands of our times. Diversity means inclusion -- hiring, developing, promoting and retaining all employees, without regard to race, color, national origin, sex, age, religion, sexual orientation, or that an individual may have a disability.

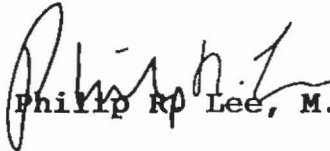
Each PHS manager and supervisor is responsible for assuring that the work environment encourages the best that every employee has to give. This means we must provide all employees with the opportunities, tools, and support systems they need to develop to their fullest potential and to contribute productively to the mission of the Public Health Service. My experience has proven that this is facilitated by helping employees balance work and family needs and providing appropriate accommodations and support systems for individuals with disabilities.

Discrimination and harassment of any kind will not be tolerated in the PHS. They are violations of law and of DHHS policies as well as being disruptive to the operations and the public perception of the organization. Employees or applicants for employment who feel they have been victims of discrimination or harassment may always exercise their legal rights by contacting the EEO office, local union representative or personnel office.

Although managers and supervisors must lead the way in ensuring complete support of diversity, every single employee can get involved and participate by exploring, understanding and valuing

the differences and cultures of others as well as their own. Only in this way can diversity become an integral feature of our organization, benefiting not only the individual but also the Public Health Service.

I know that I can count on you to join me in making the Public Health Service a leader in the area of work force diversity and support for the variety of the populations we serve.


Philip R. Lee, M.D.