



DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS PACIFIC/  
DOMESTIC DEPENDENT ELEMENTARY & SECONDARY SCHOOLS - GUAM  
DIRECTOR'S OFFICE  
UNIT 35007  
APO AP 96376-5007  
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DIRECTOR'S OFFICE

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**DoDEA Pacific Policy on  
Equal Employment Opportunity and Prevention of Sexual Harassment**

DoDEA Pacific fully supports the Department of Defense Education Activity policy on Equal Opportunity. I expect each of us to be able to conduct our affairs free from unlawful discrimination and sexual harassment. It is critical to have a positive attitude and professional approach toward treating all individuals with dignity and respect. We will provide equal opportunity for all DoDEA Pacific employees and applicants for employment irrespective of race, color, religion, national origin, gender, age, disability, or sexual orientation, or their participation in a protected activity. Unlawful connotations pertaining to race, color, gender, national origin, religion, age, disability, sexual orientation, or retaliation are unacceptable. This includes slurs, jokes, comments, printed and/or visual material, signs, posters, or any act, intentional or unintentional, directed at any person or group that tends to disparage or degrade human dignity, or has overtones of unlawful discrimination. In simple terms, zero tolerance is the policy.

Every member of the DoDEA Pacific community must strive to promote an environment free from discrimination. When confronted with a situation, whether as a victim, supervisor, co-worker, teacher, or administrator, you have the responsibility to take fair, swift, and appropriate action to address the issue. Unless prompt action is taken, our ability to perform effectively is diminished. Our role as educators and leaders requires each of us to respect one another and to maintain our human dignity at all times.

Our professional Equal Employment Opportunity staff is available and ready to provide expertise and assistance to educate, prevent, detect, and resolve problems before they adversely affect our ability to provide exemplary educational programs for our students. Your full support and adherence to DoDEA Pacific requirements will ensure we can properly execute our mission and take care of our most precious and critical resource, our children.

Diana J. Ohman  
Director