



Ambuja S. Bale, Ph.D.

Director of Equal Employment Opportunity



Ambuja S. Bale, PhD, is the Director of Equal Employment Opportunity (EEO) for the Defense Threat Reduction Agency (DTRA). As DTRA's EEO Director, she is responsible for ensuring a work environment free from discrimination and harassment, as well as ensuring equal employment opportunity for all employees and applicants.

Dr. Bale's career with the federal government spans over two decades across several federal agencies and previously served as the Director of the EEO Management Section at the Department of Homeland Security (DHS) where she led the EEO programmatic compliance for the Department and its 10 Components and also led the Department's Reasonable Accommodation Program. Dr. Bale was instrumental in ensuring that the Department elevated compliance metrics in EEO programs from 93% to 98% during a three-year span. Dr. Bale also elevated the Departmental Reasonable Accommodation Program by requiring quarterly updates on the status of the program and overseeing corrective actions to ensure compliance with federal regulations. As the Special Assistant to the EEO Officer at the Drug Enforcement Administration, Dr. Bale streamlined functions in the agency's EEO complaint program to include eliminating duplicative efforts and increasing accountability in EEO investigations. These efforts resulted in increased timeliness of complaint processing from 90% to over 97% in a two-year period as well as increased trust in the EEO process.

Prior to her work in EEO, Dr. Bale was a recognized expert in Toxicology. She worked at the Environmental Protection Agency (EPA) as a risk assessor of environmental chemicals under the Toxic Substances and Control Act, and at the Drug Enforcement Agency (DEA) as a drug science specialist in authoring scheduling actions under the Controlled Substances Act. Dr. Bale earned an EPA Gold Medal – the highest civilian honor – for her work on evaluating the neurotoxicity of trichloroethylene and perchloroethylene (metal degreasers used on military bases) in humans. As a drug science specialist at the DEA, she was honored by the DEA Administrator for her work on marijuana and cannabidiol scheduling actions. Also, while at the DEA, Dr. Bale advised international law enforcement entities on the protective measures that were used to protect first responders and law enforcement from inadvertent exposures to fentanyl.

Dr. Bale earned a Bachelor of Science in Biology from the University of North Carolina in Chapel Hill, North Carolina, and a Doctor of Philosophy in Pharmacology and Toxicology from Virginia Commonwealth University in Richmond, Virginia.