



**DEFENSE LOGISTICS AGENCY
HEADQUARTERS
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AUG 20 2015

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement on Sexual Orientation and Gender Identity Harassment and
Discrimination

The Defense Logistics Agency (DLA) is committed to ensuring all members of our workforce are treated with dignity and respect and to promoting a work environment that is free from sexual orientation and gender identity discrimination, in accordance with existing Federal law. Every member of the DLA workforce – including lesbian, gay, bi-sexual, and transgender (LGBT) individuals should be able to perform their duties free from any unlawful discrimination. PLFA Commanders, Directors, managers, and supervisors are expected to model appropriate leadership behavior; set the example for all members of the DLA workforce and make clear that employment discrimination based upon sexual orientation or gender identity is not acceptable.

As with all new policy areas, the laws, guidance, and policies governing this area will continue to evolve over time and I encourage all employees to stay abreast of the changes. However, let us remember employees have a responsibility to report all incidents of harassment, observed or personally experienced, to their supervisor, higher-level management or their local Equal Employment Opportunity (EEO) Office. Retaliation will not be tolerated against any employee for reporting harassment under this or any other policy. DLA employees and applicants who believe they have been discriminated against based upon gender identity and/or sexual orientation should contact their respective EEO Office within 45 calendar days of the alleged date of the discriminatory action.

A truly respectful workplace is free of employment discrimination and harassment. Illegal discrimination reflects negatively upon our organization and diminishes our reputation as a leader in the DOD community. It is also disruptive to our daily operations, impedes our ability to effectively support our mission partners, and will not be tolerated in the DLA workplace.

DLA will sustain a culture and climate where every member is safe, supported and granted equal opportunity to contribute to Agency mission success. Collectively, we share the responsibility to promote a dignified and inclusive workplace where our team members are resilient, valued and ready to respond to emerging challenges and provide global solutions to Warfighters and other valued customers.

A handwritten signature in black ink, reading "Andrew E. Busch".

ANDREW E. BUSCH
Lieutenant General, USAF
Director