



**DEFENSE LOGISTICS AGENCY**  
**HEADQUARTERS**  
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**JUL 16 2019**

**MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY EMPLOYEES**

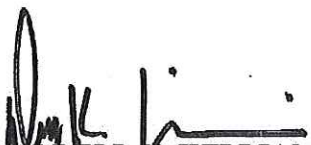
**SUBJECT: Policy Statement on Sexual Orientation and Gender Identity Harassment and  
Discrimination**

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. MSC 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.

Employees are encouraged 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 no later than 45 calendar days from the alleged date of the discriminatory act.

Federal employees, former Federal employees, and applicants for Federal employment can also file a claim of a prohibited personnel practice with the Office of Special Counsel based on Sexual Orientation and Gender Identity by calling 1-800-872-9855 or online at <https://osc.gov/Pages/PPP.aspx>.

People are DLA's most important asset. 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.

  
DARRELL K. WILLIAMS  
Lieutenant General, USA  
Director