



**DEFENSE LOGISTICS AGENCY
HEADQUARTERS
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FORT BELVOIR, VIRGINIA 22060-6221**

14 MAY 2024

MEMORANDUM FOR DEFENSE LOGISTICS AGENCY (DLA) EMPLOYEES

SUBJECT: Policy Statement on Equal Employment Opportunity

The Department of Defense (DoD) and the Defense Logistics Agency (DLA) is committed to ensuring an atmosphere that is free from discrimination. As the Director, I am honored to reaffirm the agency's commitment to the principles of Equal Employment Opportunity (EEO). Equality, diversity, and inclusion for everyone are not just principles; they are integral components to successful accomplishment of DLA's mission and strategic goals.

Workplace discrimination of any kind (which includes sexual or non-sexual harassment) directed towards an individual, or group of individuals because of their race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, and genetic information is prohibited. Reprisal against individuals engaged in protected EEO activity (such as reporting discrimination or participating in the EEO process) is also prohibited. DLA employees shall not engage in discrimination or acts of reprisal and must comply with all EEO laws, policies, procedures, and executive orders. DLA will not tolerate workplace harassment or reprisal against anyone who engages in protected activity and will take prompt action if any DLA employee has engaged in discriminatory conduct and/or reprisal.

EEO covers all personnel/employment programs, and management practices and decisions, such as, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. It is DLA's responsibility to ensure that all employees are afforded equal opportunity to compete on a fair and level playing field and enjoy all the same rights and privileges of employment which includes providing reasonable accommodations to employees and applicants with disabilities and sincerely held religious beliefs, observances, and practices.

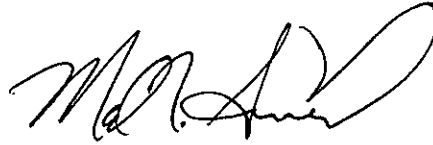
DLA senior leaders, supervisors and managers have a critical role and responsibility to prevent and eliminate workplace discrimination by exhibiting values-based leadership, modeling appropriate behavior, leading by example, treating everyone with dignity and respect, and promoting an ethical, equitable, and inclusive workplace culture. Additionally, senior leaders, supervisors and managers who observe or receive reports of acts of discrimination and/or reprisal must address such matters immediately. Likewise, employees that observe acts of discrimination must report such acts to senior leaders, their supervisor and/or manager.

Employees or applicants who believe they have been subjected to workplace discrimination or retaliation should contact their servicing EEO office within 45 calendar days from the date of the alleged discriminatory act. For more information, visit www.dla.mil/EEO.

It is incumbent upon all of us to ensure that DLA is a model employer that sets the example of a workplace free of discrimination and reprisal and committed to equity and inclusion. Furthermore, each of us is responsible for implementing DLA's EEO Policy and

cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to the principles of Equal Employment Opportunity in the workplace.

For more EEO information, please visit the DLA EEO website at www.dla.mil/EEO.

A handwritten signature in black ink, appearing to read 'M. T. Simerly', with a large, stylized flourish at the end.

MARK T. SIMERLY
LTG, USA
DLA Director