



**DEFENSE LOGISTICS AGENCY
LAND AND MARITIME
P.O. BOX 3990
COLUMBUS, OHIO 43218-3990**

MEMORANDUM FOR DLA LAND AND MARITIME

JUL 20 2020

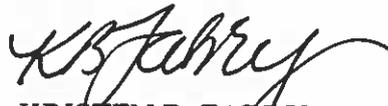
SUBJECT: Equal Employment Opportunity Policy Statement

Equal employment opportunity is a vital and fundamental right of every individual. As Commander of DLA Land and Maritime, I am committed to ensuring that all employees and job applicants are fully accorded equal employment opportunities regardless of race, color, religion, sex, gender identity, sexual orientation, national origin, age, genetic information, and physical or mental disability in an environment of hard work, respect and integrity. Discrimination on these bases will not be tolerated. I am personally committed to the principles of Equal Opportunity and to taking affirmative measures to incorporate these principles into three major DLA areas of focus: warfighter support, stewardship excellence, and workforce development.

The responsibility for an effective Equal Employment Opportunity (EEO) Program resides with all DLA Land and Maritime employees. Nonetheless, I expect all supervisors and managers to foster a work environment where equal employment opportunities are provided to all employees, enabling each to reach their full potential and contribute their best efforts to the DLA mission. All selection decisions will be based on individual qualifications and criteria for the job being filled. Employees will be offered training and development to enhance their competencies and will be recognized for their mission related accomplishments.

DLA Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended, and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible. Alternative Dispute Resolution (ADR) techniques will be encouraged when viewed most applicable. Allegations of discrimination should be brought to the attention of supervisory personnel as soon as possible. Individuals may also contact the DLA Land and Maritime Office of Equal Employment and Diversity to file EEO complaints of discrimination within 45 days of the event.

A copy of this policy statement will be posted on all official bulletin boards. If you have any questions, please contact the Office of Equal Employment Opportunity and Diversity at (614) 692-2577 or DSN 850-2577.


KRISTEN B. FABRY
RDML, SC, USN
Commander