



**DEFENSE LOGISTICS AGENCY
TROOP SUPPORT
700 ROBBINS AVENUE
PHILADELPHIA, PENNSYLVANIA 19111-5092**

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June 28, 2019

**COMMANDER'S PERSONAL POLICY STATEMENT
NO. 01**

MEMORANDUM FOR ALL DLA TROOP SUPPORT EMPLOYEES

SUBJECT: Equal Employment Opportunity (EEO)

There are many reasons why DLA Troop Support's future is bright but, without a doubt, no reason is greater than the most valuable resource—our people. DLA Troop Support's cultural diversity is reflective of our Nation's culture, history, and achievements and, as an organization, we are living proof of the value and talent diverse cultures bring to the workplace. Along with a diverse workforce is the requirement for everyone to maintain an awareness of, and sensitivity toward, differences among co-workers. I believe, "all contributions count" in our ability to provide unsurpassed support to the warfighter and each and every member of DLA Troop Support will be treated with the respect and dignity they deserve. DLA Troop Support's EEO Vision is to foster an environment that values and supports equal opportunity, diversity, and unifies the workforce to meet our overarching goal of providing America's fighting forces with world-class logistical support. While the vision is clear, it can only be reached if each of us remains vigilant to eliminate discrimination in the workplace.

It is my personal commitment and policy to ensure equal employment opportunity for all employees and applicants and to prohibit discrimination in employment based upon race, color, genetic information, national origin, religion, sex, age, physical or mental disability, or reprisal for engaging in prior protected activity. To meet both the DLA Troop Support EEO Vision and the Equal Employment Opportunity principles, we must take every step possible to provide all employees with the opportunity to fully develop their potential through the effective utilization of their skills and abilities. Leadership, up and down the chain, is the key ingredient to make this happen.

Similarly, leaders throughout DLA Troop Support are vital to an effective EEO Program. They must be committed to the principles of EEO and they must ensure all personnel actions are based on the merit(s) of the employee(s) involved and must ensure individuals are recruited, hired, and promoted for all jobs without regard to race, religion, color, national origin, age, genetic information, gender or disability. Sexual harassment, or any type of harassment to include incidents that may create a hostile work environment, will not be tolerated at any time - zero tolerance is my standard and those who violate this policy will be subject to the full range of penalties under current disciplinary procedures. All leaders and employees are expected to comply with Defense Logistics Agency regulations on the prevention of any form of harassment—sexual or otherwise.

EEO principles are translated into our everyday practices and are incorporated into our organizational fabric through management's full support to the EEO Office Staff and the designated missions of the Special Emphasis Programs Committees. Our Special Emphasis Committees work to develop EEO Plans of Action related to our efforts to recruit, employ, train and provide advancement opportunities which are specific to each committee. Together, these committees promote a workplace environment that fosters mutual respect and appreciation for our diverse cultures. I am fully committed to developing and maintaining a world-class diverse workforce representative of our great country. While we have made significant progress in our efforts to promote diversity in our workforce, we still have plenty of work to do and, through your collective efforts, we will be successful. Thank you for your continued great support.

Commander's Personal Policy Statement No. 1, dated Aug 17, 2018, is hereby superseded.



GAVIN A. LAWRENCE
Brigadier General, USA
Commander