



**DEFENSE SECURITY COOPERATION AGENCY**  
2800 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-2800

OCT 27 2022

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

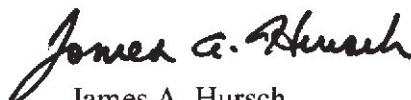
SUBJECT: FY23 Equal Employment Opportunity (EEO) Policy Statement

Equality of opportunity for our workforce is one of the Defense Security Cooperation Agency's (DSCA) unwavering endeavors. Unlawful discrimination, including disparate treatment and harassment, of an individual or group based on race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, genetic information, and/or reprisal is prohibited. Retaliation against individuals who engage in protected Equal Employment Opportunity (EEO) activity, such as by participating in the EEO complaint process or opposing discrimination, is also prohibited. I will not tolerate any workplace harassment or reprisal.

DSCA is committed to ensuring its workplace is free from unlawful discrimination, harassment, and retaliation. It is expected that all supervisors and employees will support and adhere to all EEO policies and regulations. EEO covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. Our employees will have the freedom to compete on an equitable playing field. All employees will adhere to EEO policies and regulations and will refrain from engaging in acts of discrimination. Observed acts of discrimination must be reported to the appropriate officials, and supervisors must immediately address acts of unlawful discrimination of which they become aware.

Any employee or applicant who believes they have been subjected to unlawful discrimination should immediately notify a supervisor within their chain of leadership. When such matters are raised, supervisors and employees will make a good faith, constructive effort to reach mutually agreeable solutions. Employees may contact an EEO Counselor (Defense Logistics Agency (DLA) EEO & Diversity Office<sup>1</sup>) to file a discrimination complaint within 45 calendar days from the date of the alleged discriminatory event. An EEO Counselor may be reached at HQEEOinquiries@dla.mil or 571-767-6777. Meanwhile, the Talent Management (TM) Directorate is available to advise managers, supervisors, and employees regarding best practices for achieving a workplace that is free from unlawful discrimination.

As DSCA continues to develop a diverse, adaptable, and resilient workforce, we must do our part to ensure our workplace is free from unlawful discrimination. Our shared values of respect and accountability demand nothing less. For more information, please visit the DSCA EEO website at <https://www.dscamill/eo-equal-employment-opportunity>.

  
James A. Hursch  
Director

<sup>1</sup> DLA provides EEO and human resource services to DSCA.