



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

OCT 16 2023

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

SUBJECT: Fiscal Year 2024 Sexual Orientation and Gender Identity Harassment and Discrimination Policy Statement

The Defense Security Cooperation Agency (DSCA) is committed to ensuring all members of our workforce are treated with dignity and respect, while promoting a work environment that is free from sexual orientation and gender identity discrimination. Harassment and discrimination based on sexual orientation or gender identity<sup>1</sup> is prohibited. Senior leaders, supervisors, and managers are expected to model appropriate leadership behavior, set an example for all members of our workforce, and make clear that discrimination based upon sexual orientation or gender identity is not acceptable.

It is unlawful to subject an employee to workplace harassment that creates a hostile work environment based on sexual orientation or gender identity. Harassment can include offensive or derogatory remarks about sexual orientation or about a person's transgender status or gender transition.

Employees should immediately report all incidents of harassment based on sexual orientation or gender identity, observed or personally experienced, to their supervisory chain, our Talent Management (TM) Directorate, or both. Upon becoming aware that an employee is being harassed, managers and supervisors will take prompt, appropriate action to stop the harassment and will immediately report all allegations of harassment to TM. Retaliation will not be tolerated against any employee for reporting harassment.

Employees who believe they have been discriminated against based upon gender identity or sexual orientation may contact an Equal Employment Opportunity (EEO) Counselor to file a discrimination complaint through the Defense Logistics Agency (DLA) EEO & Diversity Office<sup>2</sup> by email at [HQEEEOInquiries@dla.mil](mailto:HQEEEOInquiries@dla.mil) or by phone at 571-767-6777. Employees should contact a DLA EEO Counselor within 45 calendar days from the date of the alleged discriminatory act.

DSCA will sustain a culture and climate in which every employee is safe, supported, and granted an equal opportunity to contribute to the success of the Agency's mission. 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 in security cooperation.

A handwritten signature in black ink that reads "James A. Hursch".

James A. Hursch  
Director

<sup>1</sup> "Sexual orientation" refers to one's emotional or physical attraction to one or more sexes, and "gender identity" refers to one's inner sense of one's own gender, which may or may not match the sex assigned at birth.

<sup>2</sup> DLA provides EEO and human resources services to DSCA