



Biography

DEFENSE COMMISSARY AGENCY

1300 E Avenue, Fort Lee, Virginia 23801-1800

Marcus Lashley **Director, Equal Employment Opportunity**

In his role as director of the Defense Commissary Agency's Equal Employment Opportunity Office, Marcus Lashley is responsible for the agency's EEO policies and programs, including writing final EEO decisions for the agency director, overseeing alternative dispute resolution facilitation for EEO disputes, managing the formal discrimination complaints process, developing and assessing affirmative employment (MD-715) programs, conducting EEO training, conducting workplace climate assessments at commissaries, and overseeing the agency's diversity program.

Mr. Lashley came to DeCA in 1991 as its first EEO director. He has spent more than 33 years in the EEO and civil rights arena, beginning his professional career in 1977 as an EEO investigator with the Ohio Civil Rights Commission.



Before coming to DeCA, Mr. Lashley headed the EEO program for the Space and Naval Warfare Systems Command, which was then a major United States Navy command with a science and engineering mission performed by about 30,000 employees through seven research and development laboratories and eight engineering centers. His work with the Navy goes back to 1984 when he served as an EEO investigator for the Naval Civilian Personnel Command's Capital Region in Washington, D.C. Two years later, he transferred to the Chief of Naval Operations Staff, Naval Civilian Personnel Center Headquarters, as an EEO manager responsible for overseeing the investigation programs for all regional Naval Civilian Personnel centers. In 1987, he accepted a promotion to be the complaints manager for the Space and Naval Warfare Systems Command Headquarters, and later was promoted to Chief of EEO.

Before his work with the Navy, Mr. Lashley spent more than three years with the Tennessee Valley Authority Headquarters in Knoxville, Tenn. He started in 1980 as an EEO analyst and was later promoted to supervisor of the EEO Office's Backlog Analysis Unit, a staff of five attorneys who wrote final agency decisions on discrimination complaints. Under Mr. Lashley's leadership, in 18 months the staff successfully eliminated a backlog of more than 200 cases.

Mr. Lashley earned an undergraduate degree from Hampton University, Hampton, Va., and a Juris Doctor degree from Capital University Law School, Columbus, Ohio. He is a certified mediator under the Harvard University Law School Mediation Program, Cambridge, Mass. Mr. Lashley is trained in management, dispute resolution, personnel and strategic planning matters. He has also completed graduate studies in negotiations at the George Washington University Law Center, and labor law at Georgetown University Law School, both schools in Washington, D.C. Mr. Lashley is also a graduate of the Federal Executive Institute's leadership training for executives in Charlottesville, Va. Additionally, Mr. Lashley completed the American Institute for Managing Diversity curriculum in diversity and corporate culture. He is certified to teach Civil Treatment for Managers, an award winning training program under Employment Learning Innovations Inc., a course that teaches managers how to effectively use fair treatment and civility to promote teamwork and harmony. Mr. Lashley has also attended several dispute resolution and conflict management courses as continuing education.

(Current as of July 2012)