



## **DEFENSE CONTRACT AUDIT AGENCY EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of the Defense Contract Audit Agency (DCAA) that all DCAA personnel shall be fully committed to Equal Employment Opportunity (EEO) throughout the Agency. DCAA's strategic vision is "Dedicated professionals working together to deliver top-quality audit services to support the Department and the war fighter, and to protect the taxpayer's interest." DCAA will recruit, hire, promote, train, and retain employees from all backgrounds who are committed to working together to accomplish our mission. Mutual respect and valuing differences is the cornerstone of achieving this vision and to help make DCAA a model workplace.

Discrimination based on race, color, religion, sex (to include pregnancy and sexual orientation), national origin, age (40 and older), disability (mental/physical), genetic information, or reprisal (for taking part in an EEO protected activity) is prohibited by U.S. Equal Employment Opportunity Commission Regulation, found at Title 29 C.F.R. Part 1614. DCAA will not tolerate any unlawful employment discrimination.

It is the responsibility of all DCAA personnel to ensure a workplace free of unlawful discrimination. Every manager and supervisor must demonstrate dynamic leadership to foster a workplace free of discrimination. Acting together, DCAA will accomplish the goal of eliminating unlawful employment discrimination and making DCAA an employer of choice. Retaliation against any person who opposes a perceived discriminatory policy and/or practice, or participates in the EEO process, is illegal and inconsistent with DCAA values.

Any employee, former employee, or applicant for employment who believes they have been discriminated against must contact a representative from the EEO Office within 45 days of the date they knew or should have known of the alleged discrimination. Contact and EEO information can be found at the DCAA's Intranet website at <https://infoserv.dcaaintra.mil/hr/eoo.html>.

This policy will be posted on all official bulletin boards in compliance with 29 C.F.R. § 1614.120(b)(6). Questions concerning this policy should be addressed to the Agency EEO Director, at telephone number (703) 767-1240.

Anita F. Bales, Director

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