



## DEFENSE CONTRACT MANAGEMENT AGENCY

3901 A AVENUE, BUILDING 10500  
FORT LEE, VIRGINIA 23801-1809

AUG 14 2015

DCMA-DPS 001

MEMORANDUM FOR ALL DCMA EMPLOYEES AND APPLICANTS

SUBJECT: Policy Statement on Equal Employment Opportunity

The Defense Contract Management Agency (DCMA) is fully committed to strict adherence to the letter and spirit of Equal Employment Opportunity (EEO) laws, policies, regulations and requirements. This adherence includes providing to all employees and applicants the ability to work and advance due to their merit, ability and potential, free from social, personal or institutional barriers of prejudice or discrimination based unlawfully on race, color, religion, age, sex (including gender identity, transgender status, sexual orientation and pregnancy), national origin, disability, reprisal, marital status, sexual orientation, parental status, genetic predisposition, political affiliation or other prohibited non-merit factors. The principles of EEO are inherent in our core values of dignity, respect, loyalty and integrity.

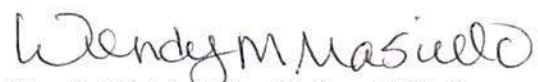
I am personally committed to our EEO program and expect that everyone in DCMA will contribute to its success. Accordingly, each of us – managers, supervisors and employees – is responsible for ensuring that the DCMA work environment is free from any form of discrimination or harassment. Such behavior erodes morale, undermines teamwork and impedes performance goals and mission objectives. Unlawful discrimination will not be practiced, condoned or tolerated.

The success of our EEO program requires a commitment to DCMA's affirmative employment program initiatives as well as the need to provide maximum employment, professional development, and upward mobility opportunities for all employees. Therefore, all managers and supervisors are responsible for ensuring that personnel decisions are fair and equitable.

Those seeking advice and assistance in resolving workplace discrimination should contact DCMA's EEO Office. DCMA employees are also encouraged to report prohibited activity through their chain of command. Civilian and military managers and supervisors have an obligation to immediately explore such allegations, identify problematic behavior, and take appropriate corrective action.

For continued mission success, each DCMA employee must fully support the EEO program. DCMA strives to be a workplace of mutual respect with appreciation for diverse backgrounds and cultures, where each member is valued as an individual with equal opportunity to reach his or her fullest potential possible. Equal treatment is essential for reaching our goal as a model EEO employer. I ask all employees to understand that by ensuring equal opportunity, our Agency and our Nation will be stronger.

If you are a past or present DCMA employee, or an applicant for employment, and you feel that you have been subjected to unlawful discrimination, you may contact an EEO Counselor at (804) 734-2525.

A handwritten signature in black ink that reads "Wendy M. Masiello". The signature is written in a cursive, flowing style.

Wendy M. Masiello, Lt Gen, USAF  
Director