



**DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY**  
27130 TELEGRAPH ROAD  
QUANTICO, VA 22134-6801

April 17, 2026

MEMORANDUM FOR ALL DCSA PERSONNEL

SUBJECT: Policy Statement on Equal Employment Opportunity

References: (a) DoD Directive 1440.1, "The DoD Civilian Equal Employment Opportunity (EEO) Program," May 21, 1987, as amended

(b) DCSA Instruction 08-11, "Equal Employment Opportunity Program,"  
March 18, 2022

As a provider of integrated security services, DCSA is dedicated to safeguarding national security against evolving threats. DCSA's success is built upon the contributions of every member of the DCSA workforce. As part of achieving such success, DCSA supports and promotes principles of Equal Employment Opportunity (EEO) across the agency, ensuring each employee is treated fairly with dignity and respect in a discrimination-free workplace in accordance with references (a) and (b).

DCSA is committed to providing all employees with the freedom to compete on a fair and level playing field with equal opportunity for competition. EEO applies to all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment and hiring, merit promotion, transfers, reassignments, training and career development, and benefits and separations.

DCSA is committed to providing EEO for all employees and applicants for employment, regardless of their race, religion, color, sex, national origin, age, genetic information, disability, or pregnancy, childbirth, or related medical conditions, in accordance with Federal statutes and regulations. DCSA provides reasonable accommodations to qualified employees and applicants with disabilities, individuals covered by the Pregnant Workers' Fairness Act, and for exercise of religious beliefs, observances, and practices unless providing such an accommodation would create an undue hardship for DCSA.

Unlawful discrimination adversely impacts performance, hinders professional career development, and destroys morale and cohesion. DCSA does not tolerate unlawful discrimination or workplace harassment and strictly enforces its EEO policies. DCSA leaders will not engage in unlawful discrimination and should correct conduct that is unwelcome or offensive to a reasonable person and is so severe or pervasive that it interferes with work performance or creates an intimidating, hostile or offensive work environment. DCSA will not tolerate reprisal or retaliation against anyone who engages in a protected EEO activity by participating in the EEO process or opposing employment practices that individual reasonably believes is, or could become, unlawful discrimination. DCSA acknowledges and supports

employees' EEO protections against sexual harassment involving any (1) unwelcome sexual advances and verbal, written, or physical conduct of a sexual nature by a manager, supervisor, coworker, or possibly a non-employee (e.g., a Government contractor) or (2) a request for sexual favors as a basis for an employment decision (also known as "quid pro quo" harassment).

Supervisors will encourage employees to seek guidance from the DCSA EEO Office and to report discrimination and harassment at the earliest opportunity. Employees who believe they have been subjected to unlawful discrimination, retaliation, or harassment must contact the Complaints Branch of the DCSA EEO Office at [dcsa.eeo@mail.mil](mailto:dcsa.eeo@mail.mil) within **45 calendar days** from when an alleged event or action occurred, or from when the employee learned of the action, to begin the EEO complaint process. To readily address concerns, DCSA promotes the use of alternative dispute resolution to resolve EEO claims where appropriate. Individuals or applicants with a medical condition that substantially limits their ability to apply for a position or perform the essential functions of their positions, or those seeking an accommodation for sincerely held religious beliefs or practices may contact the Compliance Branch at [dcsa.rac@mail.mil](mailto:dcsa.rac@mail.mil).

A copy of this policy will be prominently posted on the DCSA intranet and across agency facilities.

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke at the bottom.

Justin P. Overbaugh  
Acting Director