



DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY

27130 TELEGRAPH ROAD
QUANTICO, VA 22134-2253

AUG 01 2019

MEMORANDUM FOR DEFENSE COUNTERINTELLIGENCE AND SECURITY AGENCY PERSONNEL

SUBJECT: Policy Memorandum 19-006, Equal Employment Opportunity

POINT OF CONTACT: [Diversity and Equal Opportunity Office](#)

I am committed to providing a workplace at DCSA that fosters equal opportunity and is free of discrimination, harassment, and retaliation. Accordingly, I expect all DCSA employees and contract personnel to follow equal employment opportunity principles: you must not discriminate based on race, color, religion, sex (including sexual orientation), gender identity, political affiliation, marital status, parental status, veteran status, pregnancy, national origin, age (40 and over), disability, or protected genetic information. These protections apply not only to management practices and decisions, recruitment and hiring, performance appraisals, promotions, training opportunities, and other workplace behavior, but also to individuals' participation in any part of the discrimination complaint process.

We rely on a professional workforce that draws strength from diversity of background, thought, and experience. As the agency prepares for transformational changes in 2019, dedication to EEO principles will be all the more critical to our success. To meet mission demands, we must attract, develop, and retain a dynamic, agile workforce that reflects the rich diversity of the world we live in. The wide range of thinking, creativity, and analysis necessary to accomplish our mission demands that we examine issues from multiple viewpoints. Our ability to foster fairness, equity, and inclusion, and bring individual experiences and perspectives together will enhance innovation and problem-solving. EEO principles are not only a matter of conforming to legal requirements; they are an economic and national security imperative.

Employees or applicants who believe they have been discriminated against have the right to file a complaint with the DEO office. For additional information about the EEO complaint process, or if you have questions about the policy or a specific situation related to this policy, please contact Ms. Yolanda M. King, EEO Complaints Manager, at yolanda.m.king.civ@mail.mil or (571) 305-6734.

A copy of this policy will be posted on the intranet and all DCSA bulletin boards. This memorandum supersedes the March 14, 2019 Policy Memorandum 19-001, Equal Employment Opportunity.

A handwritten signature in blue ink, appearing to read "CS Phalen, Jr.", is located below the text.

Charles S. Phalen, Jr.
Acting Director