



IN REPLY
REFER TO:

DTIC-D

DEFENSE TECHNICAL INFORMATION CENTER
8725 JOHN J. KINGMAN ROAD
FORT BELVOIR, VIRGINIA 22060-6218

MAY 04 2020

MEMORANDUM FOR ALL DEFENSE TECHNICAL INFORMATION CENTER EMPLOYEES

SUBJECT: Policy Statement on Equal Employment Opportunity (EEO)

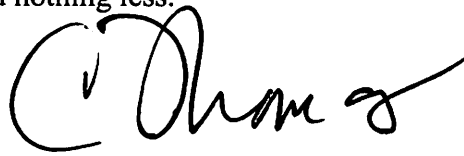
Equality of opportunity for our workforce is one of the Defense Technical Information Center's (DTIC's) unwavering endeavors. Equality, diversity and inclusion are not just principles; they are integral components of DTIC's mission and strategic goals.

Workplace discrimination and/or harassment directed towards an individual, or group of individuals singled out and treated differently because of their race, color, religion, sex (including pregnancy, gender identification, and sexual orientation), national origin, age, disability, reprisal, and genetic information is prohibited. Retaliation against individuals engaged in protected EEO activity is also prohibited. Protected activity includes participating in the EEO complaint process, and opposing discriminatory practices or actions. DTIC will not tolerate workplace harassment or reprisal against anyone who engages in protected activity. EEO covers all personnel and employment programs, management practices and decisions, including but not limited to, recruitment, hiring, merit promotion, transfers, reassignments, training and career development, benefits, and separations.

I am committed to ensuring DTIC's workplace is free from unlawful discrimination, harassment, and retaliation, and that all employees and applicants are free to compete on a fair and level playing field. I expect no less than complete support by all supervisors and employees by adhering to EEO policies and regulations, and refraining from engaging in acts of discrimination against other employees and applicants for employment. Employees that observe acts of discrimination must report such matters to the appropriate officials. Supervisors who observe discriminatory acts, to include acts of harassment, must address such matters immediately.

Any DTIC employee who believes he/she has been subjected to workplace discrimination should immediately raise their concerns within their chain of leadership. Supervisors and employees will make a good faith, constructive effort to reach mutually agreeable solutions. Employees are encouraged to contact the servicing EEO office at 571-767-6777. Employees are reminded that persons who believe they have been discriminated against must initiate contact with an EEO Counselor within 45 days of the agency's alleged act of discrimination. More information about the EEO complaint process can be found at <https://www.dla.mil/EEO/>.

As DTIC continues to strive towards excellence in resiliency and people and culture, it is vital that all DTIC personnel embrace the principles of equality and diversity. Our core values of leadership, professionalism, and technical knowledge through dedication to duty, integrity, ethics, honor, courage and loyalty demand nothing less.

A handwritten signature in black ink, appearing to read "C. Thomas". The signature is fluid and cursive, with a large initial "C" and a stylized "Thomas".

Christopher E. Thomas
Administrator