



DEFENSE SECURITY COOPERATION AGENCY
2800 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-2800

APR 08 2026

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

SUBJECT: Policy Statement on Equal Employment Opportunity

The Defense Security Cooperation Agency (DSCA) is committed to ensuring an atmosphere that is free from discrimination for all civilian employees and Service members. Federal civilian employees provide essential support to the fighting force, enabling the men and women in uniform to focus on their critical missions. As the Director, I am honored to reaffirm the agency's commitment to the principles of Equal Employment Opportunity (EEO) in the workplace.

Workplace discrimination of any kind (including sexual or non-sexual harassment) directed towards an individual or group of individuals because of their race, color, religion, sex, national origin, age (40 or older), disability or genetic information, or pregnancy, childbirth, or related medical conditions is prohibited. Reprisal against individuals engaged in protected EEO activity is also prohibited. It is the Agency's responsibility to ensure all employees are afforded the freedom to compete on a fair and level playing field, the opportunity to participate in the workforce, and access to all rights and privileges. To foster an environment of equal and fair competition across the workforce, DSCA also provides reasonable accommodations to employees and applicants with disabilities and sincerely held religious beliefs, observances, and practices.

EEO laws cover all personnel and employment programs and management practices and decisions, including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations.

DSCA supervisors have a responsibility to help prevent and eliminate harassment in the workplace. Likewise, I wish to remind all DSCA employees of their duty not to engage in harassing conduct and to report any such conduct if it occurs.

Employees that observe acts of discrimination must report such matters to the appropriate officials. Supervisors who observe acts of discrimination, harassment, and reprisal must address such matters immediately. All employees must comply with EEO laws, policies, procedures, and executive orders. In addition, all senior leaders, managers, and supervisors must model values-based leadership and appropriate behavior, lead by example, and treat everyone with dignity and respect.

Consistent with federal laws, DSCA will not tolerate workplace harassment and reprisal against an employee who engages in protected activity, such as reporting discrimination or harassment, participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right. DSCA will take prompt responsive action when an employee or supervisor is found to have engaged in discrimination, retaliation, or harassment.

Employees or applicants who believe that they have been subjected to workplace discrimination, harassment, or retaliation are encouraged to contact the Defense Logistics Agency (DLA) EEO



DEFENSE SECURITY COOPERATION AGENCY
2800 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-2800

Office¹ within 45 calendar days from the date of the alleged discriminatory act. Information can be obtained by visiting the DLA EEO website at <https://www.dla.mil/EEO/>.

It is incumbent upon all of us to take responsibility for implementing the Agency's EEO Policy and cooperating fully in its enforcement. In so doing, we reaffirm our collective commitment to a workplace free of unlawful discrimination, harassment, and retaliation. A workplace where we all thrive.

For more EEO information, please visit the DSCA EEO website at <https://www.dsca.mil/Equal-Employment-Opportunity>.

A handwritten signature in black ink, appearing to read "M.F. Miller".

Michael F. Miller
Director

¹ DLA provides EEO and human resource services to DSCA.