



DEFENSE CONTRACT AUDIT AGENCY EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of the Defense Contract Audit Agency (DCAA) that all DCAA personnel be fully committed to Equal Employment Opportunity (EEO) throughout the Agency. As expressed in the Agency's Strategic Plan for FY2021- FY2025, the values of TEAM IT are reflected in our workplace. These values include respecting differences, encouraging inclusion, and managing conflict. This creates win/win outcomes.

Discrimination based on race, color, religion, sex (to include pregnancy, sexual orientation, gender identity, and expression), national origin, age (40 and older), disability (mental/physical), genetic information, or reprisal (for taking part in an EEO protected activity) is prohibited by U.S. Equal Employment Opportunity Commission Regulations, 29 C.F.R Part 1614. DCAA will not tolerate any unlawful employment discrimination. All employees have the assurance that the Agency will not tolerate workplace harassment, and that the Agency will correct harassing conduct before it becomes severe or pervasive.

This policy applies to all terms and conditions of employment including but not limited to: recruiting, hiring, placement, promotion, demotion, job classification, job assignment, termination, transfer, leave of absence, compensation, training, and reasonable accommodations. The Agency will continue to strive to ensure that EEO policy is Agency policy and that all employment decisions will be made in a non-discriminatory manner and based on merit only. All employees have the right to compete on a fair and level playing field.

It is the responsibility of all DCAA personnel to ensure a workplace free of unlawful discrimination. Every manager and supervisor must demonstrate dynamic leadership to foster a workplace free of discrimination. Also, retaliation against any person who participates in the EEO process or opposes perceived discrimination is illegal and inconsistent with DCAA values.

Any employee, former employee, or applicant for employment who believes they have been discriminated against must contact a representative from the EEO Office within **45 days** of the date they knew or should have known of the alleged discrimination. EEO contact can be made through the EEO Business Center at 571-448-2007 or email at DCAA-EEO@dcaa.mil.

This policy will be posted on all official bulletin boards in compliance with 29 C.F.R. § 1614.120(b)(6). Questions concerning this policy should be addressed to the Agency EEO Director through the EEO Business Center.

Terri L. Dilly, Director

Date: November 9, 2022