



DEFENSE LOGISTICS AGENCY  
LAND AND MARITIME  
P.O. BOX 3990  
COLUMBUS, OHIO 43218-3990

MEMORANDUM FOR DLA LAND AND MARITIME

JUL 3 0 2012

SUBJECT: Commander's Policy on Equal Employment Opportunity

Equal Employment Opportunity (EEO) is a vital and fundamental right of every individual. As Commander of DLA Land and Maritime, I am committed to ensure that all employees and job applicants are fully accorded equal employment opportunities regardless of race, color, religion, sex, sexual orientation, national origin, age and physical or mental disability.

I personally commit to the principles of Equal Employment Opportunity (EEO) and to taking affirmative measures to incorporate these principles into three major DLA areas of focus: warfighter support, stewardship excellence, and workforce development. I also expect all DLA Land and Maritime managers, supervisors and employees to be fully committed to EEO and to maintain a workplace free from discrimination and harassment.

DLA employees have the right to file complaints of employment discrimination. Employees who exercise their rights under Title VII of the Civil Rights Act of 1964, as amended and other related statutes will not be subjected to reprisal or retaliatory actions. Complaints of discrimination will be addressed fairly and expeditiously. Managers will be engaged toward effectively resolving any issues or concerns raised in the EEO complaint administrative process at the lowest level possible. Alternative Dispute Resolution (ADR) techniques will be encouraged when viewed most applicable.

All selection decisions shall be based on an individual's qualifications and criteria for the job being filled. All personnel actions will be taken without discrimination, prejudice, or bias.

The responsibility for an effective EEO Program resides with all DLA Land and Maritime employees. I expect all of our supervisors and managers to foster a work environment where opportunities are provided to our employees, enabling each to reach their full potential so that they are able to contribute their best efforts to the DLA mission. DLA Land and Maritime employees are offered training and development to enhance their competencies and recognized for their mission related accomplishments.

I expect the complete support of all our managers, supervisors and employees to effectively work toward the full realization of Equal Employment Opportunity but more importantly, will achieve full utilization of all DLA Land and Maritime human resource potential.

A copy of this policy statement will be posted on all official bulletin boards. If you have any questions, please contact DLA Land and Maritime Equal Employment Opportunity Office at (614) 692-2577 or DSN 850-2577.

A handwritten signature in black ink, appearing to read "D. Pimpo", is located below the text.

DAVID R. PIMPO  
RDML(Sel), SC, USN  
Commander