



DEPARTMENT OF DEFENSE
Defense Commissary Agency
Fort Lee, VA 23801-1800

DIRECTOR'S POLICY

DP 500-07
June 29, 2018

Equal Employment Opportunity
OPR: DeCA/CCE

SUBJECT: Equal Employment Opportunity

1. PURPOSE. This Director's Policy (DP) communicates the Director's support for Equal Employment Opportunity (EEO). This policy letter supersedes DP 500-07, dated September 30, 2015.

2. POLICY.

a. It is the policy of the Defense Commissary Agency (DeCA) to maintain a model workplace free from discrimination on the bases of race, color, religion, sex (including harassment of a sexual nature, pregnancy, gender identity, and sexual orientation), national origin, age, disability, reprisal, and genetic information.

b. EEO is an essential element of accomplishing DeCA's mission. Not only is EEO required by law, it is the right thing to do. I am firmly committed to supporting EEO programs, complying with EEO statutes and regulations, and fostering a workplace that is a model for employment opportunity and employee harmony. Moreover, all managers and supervisors shall adhere to EEO program objectives when fulfilling personnel management responsibilities.

c. There are two critical aspects of a successful EEO program: communication and training. We must communicate our positive regard for diversity and recognize that if we show commitment to all of our employees, they will, in turn, enhance service to our customers. Training programs will support our employees' understanding of the need to treat people with dignity, civility and respect.

3. RESPONSIBILITIES.

a. DeCA employees shall perform their duties and conduct themselves in a manner that reflects the principles of EEO.

b. Managers and supervisors shall ensure:

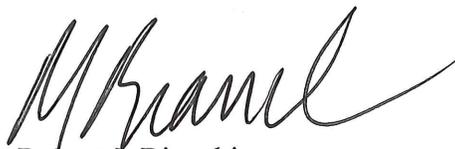
- (1) All DeCA personnel are treated fairly and equitably;
- (2) All DeCA personnel receive EEO-related training;
- (3) DeCA policies regarding EEO and procedures for requesting EEO counseling and filing complaints of discrimination are widely disseminated and posted on official bulletin boards;
- (4) Prompt action is taken whenever an allegation of discrimination is brought to their attention; and
- (5) The rights of an individual to file a complaint of discrimination or to report an incident of harassment are not impeded. This includes threatening or taking action to retaliate against an employee for EEO-related activity.

c. Every employee will fully support DeCA's EEO programs and its associated principles.

4. APPLICIABILITY. This DP assigns responsibility for accomplishing the requirements of DoD Publications program, in accordance with DoDI 5025.01. This DP applies to all DeCA activities and all DeCA personnel.

5. RELEASIABILITY. Cleared for public release. This DP is available on DeCA's internet website at www.commissaries.com.

6. EFFECTIVE DATE. This DP is effective immediately.



Robert J. Bianchi
Director DeCA