



DEFENSE INTELLIGENCE AGENCY

WASHINGTON, D.C. 20340-5100



U-24-000471/CE

FEB 05 2024

To: Defense Intelligence Agency Workforce

Subject: Defense Intelligence Agency Director's Equal Employment Opportunity/
Military Equal Opportunity and Diversity Policy Statement

1. As a Nation, we possess a unique strength that sets us apart from our rivals—the diversity of our people. As an Agency, we tap into and thrive on the collective strength and wide-ranging perspectives offered by that same irreplaceable advantage. Our rich tapestry of cultures, experiences, and backgrounds is and will always remain instrumental for conducting unmatched intelligence analysis and global intelligence and counterintelligence operations. Sustaining this world-class workforce—recruiting, retaining, and advancing the best the nation has to offer—rests on our unwavering commitment to an environment free of discrimination and harassment. This is the only environment acceptable at the Defense Intelligence Agency (DIA) and it is one every employee so richly deserves.

2. DIA civilian employees and applicants for employment are protected by federal laws and Presidential executive orders that ban discrimination on the protected bases of race, color, religion, sex (including pregnancy, gender stereotyping, gender identity, gender expression, transgender status, and sexual orientation), national origin, age (40 or older), disability (physical or mental), family medical history, genetic information, and retaliation based on prior protected Equal Opportunity and Diversity Office (EO) activity. For example, the Pregnant Workers Fairness Act requires the Agency to provide reasonable accommodation to an Agency employee's or applicant's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer undue hardship. Federal laws also protect military members against retaliation.

3. Federal laws and other Department of Defense and Agency policies safeguard civilian employees and applicants against workplace harassment, sexual or nonsexual assault, and discrimination based on parental status, marital status, or political affiliation. Military members are also protected by federal laws, and Presidential executive orders that ban discrimination and harassment on the protected bases of race, color, national origin, religion, and sex (including gender, pregnancy, gender identity, and orientation). DIA will take corrective action in the event harassing conduct occurs before it becomes severe or pervasive.

4. All employees have the freedom to compete on a fair and level playing field, with equal opportunity for competition (employment and advancement opportunities). Equal Employment Opportunity (EEO) covers all personnel/employment programs, management practices, and decisions, including, but not limited to recruitment, hiring, merit promotions, transfers, reassignments, training and career development, employment benefits, and separations.

5. Employees who believe they are experiencing unlawful discrimination should report their concerns to their supervisor or a member of their management team. If seeking to file an EEO complaint, civilian employees and applicants for employment must contact EO within 45

calendar days of the discriminatory event. Military members must contact their military Equal Opportunity Officer or their respective military Element Commander within 60 calendar days of the date that the discrimination occurred (or the date they knew, or reasonably should have known, that discrimination had occurred). Military members alleging retaliation, or civilians alleging non-EEO retaliation, should report their allegations to the DIA Office of Inspector General. Employees and applicants for employment must be able to exercise their right to invoke the EEO process and oppose discriminatory practices without fear of reprisal. Retaliation in any form against an employee who reports unlawful discrimination or harassment is strictly prohibited.

6. DIA is committed to being the employer of choice for those who are committed to excellence in defense of the nation. As Director, I am dedicated to fostering a work environment where all employees feel safe and treat each other with respect, honor, and dignity. I am honored to affirm my commitment to EEO and MEO in the workplace. I invite—and expect—all DIA employees to do the same.

Handwritten signature of Jeffrey A. Kruse in black ink, with the number '23' written in the upper right portion of the signature.

JEFFREY A. KRUSE
Lieutenant General, USAF
Director

Points of Reference:

- Equal Opportunity and Diversity Office:
 - Phone: 202-231-8178
 - Complaints Email Address: DIAComplaints@dodiis.mil
- Office of the Inspector General:
 - Phone: 202-231-1000
 - Email Address: IGHotline@dodiis.mil
- Anti-Harassment Program:
 - Phone: 202-231-1700
- Sexual Assault Prevention and Response Program:
 - Hotline: 202-253-0305