DEFENSE SECURITY SERVICE
27130 TELEGRAPH ROAD
QUANTICO, VA 22134

FEB 27 2014

MEMORANDUM FOR DEFENSE SECURITY SERVICE EMPLOYEES

SUBJECT: Equal Employment Opportunity (EEO) Policy

This policy statement reaffirms my commitment to ensure every employee and applicant for employment is treated professionally, equitably, and with dignity and respect regardless of race, color, religion, sex (including sexual harassment), national origin, age (40 or over), physical or mental disabilities, sexual orientation, marital status, parental status, political affiliation or genetic information. Furthermore, employees and applicants must be free from reprisal or retaliation based upon participation in the EEO process.

DSS is committed to the principles that break down barriers and help increase employment and advancement opportunities of groups protected under Federal non-discrimination statutes. We value and respect the differences each employee brings from his or her culture. In addition, managers and supervisors must create and maintain an environment where all employees are judged on their merit, and promote a workplace free from discriminatory polices and practices.

Supervisors and managers are expected to abide by the agency's EEO policy in all their employment activities, including the implementation of the affirmative employment program. They will be held accountable for supporting the agency's EEO policy and programs. Diversity in our work force increases the range of skills and approaches available to us and, as such, enhances our mission effectiveness.

With your support, we can reach our EEO and affirmative employment objective and create a workplace that is free of all forms of discrimination. I am committed to this process and the realization of a work force that reflects the Nation's diversity through implementation of a model equal employment opportunity program.

A copy of this policy will be posted on the intranet and all DSS bulletin boards. For questions concerning EEO, please contact Ms. Carolyn Lyle in the Office of EEO at (571) 305-6726. This memorandum supersedes the December 20, 2010, Policy Statement on Equal Employment Opportunity.

Stanley L. Sims
Director