DEFENSE LOGISTICS AGENCY
HEADQUARTERS
8725 JOHN J. KINGMAN ROAD, SUITE 2533
FORT BELVOIR, VIRGINIA 22060-6221

OCT 3 2001

IN REPLY REFER TO DO

MEMORANDUM FOR ALL DEFENSE LOGISTICS AGENCY EMPLOYEES

SUBJECT: Policy Statement Prohibiting Religious and National Origin Discrimination

In light of the recent tragic events, all employees should be alert to instances of harassment or intimidation against Arab-American and Muslim employees. I encourage all DLA personnel to promote tolerance and guard against unlawful workplace discrimination based on national origin and religion.

Title VII of the Civil Rights Act of 1964 prohibits discrimination in employment on the basis of race, color, religion, national origin, sex, and retaliation for filing a complaint. Title VII precludes workplace bias based on the following:

- Religion, ethnicity, birthplace, culture, or linguistic characteristics;
- Marriage or association with persons of a national origin or religious group;
- Membership or association with specific ethnic or religious groups;
- Physical, linguistic or cultural traits closely associated with a national origin group, for example, discrimination because of a person's physical features or traditional Arab style of dress; and,
- Perception or belief that a person is a member of a particular national origin group, based on the person's speech, mannerisms, or appearance.

All of us are justly outraged at the destruction and loss of life in New York, Washington, DC, and Pennsylvania. However, racial slurs and harassment against innocent people based solely on their religion or national origin only compounds hatred and must not be condoned or tolerated.

Any employee who is a victim of harassment or intimidation based on religion, national origin, or ethnicity, and any employee who witnesses such discrimination should report the incident to their manager immediately. Managers who need assistance in taking swift, appropriate action to combat discrimination can contact their Equal Employment Manager (EEM). EEMs and Equal Employment Opportunity Counselors are also available to managers and employees to provide guidance and counseling concerning this matter.

Federal Recycling Program Printed on Recycled Paper

It is DLA policy to promote and maintain an environment of mutual respect and dignity for all employees. I am counting on every employee to ensure that DLA's mission is not compromised by unprofessional behavior and discrimination, especially during this time when successfully accomplishing our mission is crucial. Together we can make it happen.

KEITH W. LIPPERT
Vice Admiral, SC, USN
Director