



**DEFENSE CONTRACT AUDIT AGENCY
PREVENTION AND ELIMINATION OF UNLAWFUL HARASSMENT IN THE WORKPLACE
POLICY STATEMENT**

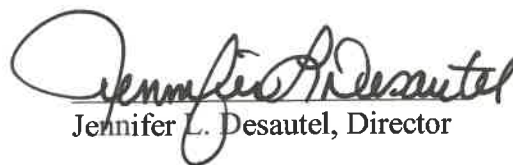
The Defense Contract Audit Agency (DCAA) is committed to maintaining a professional environment founded on dignity and respect. Harassment is unacceptable and degrades personnel, disrupts mission readiness, and erodes morale. DCAA enforces a zero-tolerance policy for any kind of harassment, and will address any violation of this policy promptly and effectively.

Prevention is the best tool to eliminate harassment in the workplace. As such, DCAA strives to maintain an environment in which employees feel free to raise concerns and are confident that those concerns will be addressed. Employees, former employees, and applicants for employment who believe that they have been victims of harassment should, without fear of retaliation, report the incident through the appropriate supervisory channels or the Equal Employment Opportunity (EEO) Office.

Every supervisor and manager who becomes aware of harassment or inappropriate behavior is expected to take immediate and appropriate corrective action to ensure that the harassment or behavior stops and does not recur, and that a prompt, thorough, and impartial investigation is conducted. Reprisal against any employee who reports harassment or participates in an investigation is illegal and will not be tolerated. DCAA will keep confidential, to the greatest extent possible, the facts of these investigations.

Your personal commitment is required to establish and maintain a work environment free of harassment for all DCAA personnel. The dedication of every employee to this principle is essential to ensure DCAA maintains the highest level of professional behavior and courtesy that marks our commitment to excellence.

For questions regarding this policy or to report an issue, please contact the DCAA Equal Employment Office at dcaa.belvoir.hq.mbx.dcaa-eeo-complaints@mail.mil. Point of contact information can be located at <https://dod365.sharepoint-mil.us/sites/DCAA-DCAA-Coms-HQ-EEO>.


Jennifer L. Desautel, Director

5/8/2026
Date



DEFENSE CONTRACT AUDIT AGENCY POLICY ON EQUAL EMPLOYMENT OPPORTUNITY

The Defense Contract Audit Agency (DCAA) upholds a steadfast commitment to the principles of Equal Employment Opportunity (EEO). This directive reaffirms our commitment and collective obligation to create a workplace free of discrimination, harassment, and retaliation. DCAA's mission success heavily relies on a professional culture where every team member is treated with dignity and respect.

We strive for everyone at DCAA to achieve their fullest potential, and for applicants to compete on a fair and open basis regardless of race, color, religion or sex. This includes national origin; age; physical or mental disability; genetic information, pregnancy or childbirth, related medical conditions; or involvement in protected EEO activity.

Federal law and DCAA policy strictly prohibit discrimination, harassment, and retaliation in all employment-related decisions. This includes, but is not limited to recruitment, hiring, training, promotions, benefits, and separations. DCAA is committed to fair, impartial, and prompt resolutions for all EEO matters.

We are all responsible for maintaining a workplace free from discrimination and harassment. Managers and supervisors play a critical role in preventing and addressing harassment. I encourage all members of our workforce to promptly report any instance of suspected harassment to a supervisor, manager, or the EEO Office.

If you believe you have been subjected to discrimination or retaliation, or need information about your EEO rights and responsibilities, contact the DCAA Equal Employment Opportunity Office. All inquiries and reports will be handled with the utmost discretion and confidentiality to the extent permitted by law. To protect your rights, contact an EEO Counselor within 45 calendar days of the date the alleged discrimination occurred or the date you became aware of it.

A workplace environment free from discrimination is fundamental to the integrity and effectiveness of our mission. Adherence to these principles is not optional; it is essential to our success.

For questions regarding this policy or to report an issue, contact the DCAA Equal Employment Office at dca.belveir.hq.mbx.dcaa-eeo-complaints@mail.mil. Point of contact information can be located at <https://dod365.sharepoint-mil.us/sites/DCAA-DCAA-Coms-HQ-EEO>.

 5/8/2026
Jennifer L. Desautel, Director Date



DEFENSE CONTRACT AUDIT AGENCY REASONABLE ACCOMMODATION FOR INDIVIDUALS WITH DISABILITIES POLICY STATEMENT

The Defense Contract Audit Agency (DCAA) is committed to providing reasonable accommodation to qualified individuals with disabilities and those with known limitations related to pregnancy, childbirth, or related medical condition in accordance with the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, as amended, and 29 U.S.C. § 791 et seq. A reasonable accommodation is any modification or adjustment to a job, application process, or work environment that enables a qualified individual to have equal employment opportunities without imposing an undue hardship on the agency. An accommodation allows an employee to perform the essential duties of their position and receive the same benefits as others, without lowering job standards. DCAA ensures a prompt, fair, and effective reasonable accommodation process and determination.

A qualified individual with a disability is a person who has a physical or mental impairment, or is regarded as having or has a record of such impairment, which substantially limits one or more major life activities, and who meets the skill, experience, education, or other requirements of a position that s/he holds or seeks, and who can perform the essential functions of the position with or without reasonable accommodation. Some major life activities include functions such as caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, and the operation of major bodily functions.

A request for a reasonable accommodation should be initiated if a qualified individual faces an employment barrier. DCAA provides reasonable accommodation for all qualified individuals and decisions are made without regard to disability. DCAA will determine reasonableness by evaluating the specific request on a case-by-case basis through an individualized assessment of factors including the essential functions of the position, the individual's specific functional limitations, the work environment, and the agency's overall resources.

Employees and supervisors are required to familiarize themselves with DCAA's procedures for these requests on the EEO intranet portal.

Contact the Programs for Employees with Disabilities Program at dcaa.belvoir.hq.mbx.dcaa-eeo-ra@mail.mil with questions. Point of contact information can be located at <https://dod365.sharepoint-mil.us/sites/DCAA-DCAA-Coms-HQ-EEO>.

 5/8/2026
Jennifer L. Desautel, Director Date