



DEFENSE HUMAN RESOURCES ACTIVITY
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ALEXANDRIA, VA 22350-4000

**MEMORANDUM FOR DEFENSE HUMAN RESOURCES ACTIVITY CENTERS AND
OFFICES**

SUBJECT: Anti-Harassment Policy Statement

The Defense Human Resources Activity (DHRA) is committed to a harassment-free workplace. All DHRA staff, both military and civilians, must fully support this policy and refrain from engaging in any harassing activity. DHRA will not tolerate unlawful discrimination or harassment of any kind.

Harassment is defined as any unwelcome or offensive conduct (verbal, physical, visual, or psychological) based on an individual's race, color, religion, sex, pregnancy, national origin, older age (beginning at age 40), disability, or genetic information (including family medical history).

Harassment becomes unlawful where: 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name-calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

DHRA is committed to preventing, stopping, and eliminating harassing conduct before it becomes severe or pervasive by taking immediate and appropriate corrective action after an allegation of harassment is made or a determination that harassing conduct has occurred. Furthermore, DHRA affirms its adherence to the Pregnant Workers Fairness Act, ensuring that pregnant individuals are protected from discrimination and harassment in accordance with the law.

This policy operates independently of any statutory complaint processes that also address harassment, such as the Equal Employment Opportunity (EEO) and Equal Opportunity (EO) complaint process. DHRA staff are encouraged to promptly report any incidents of harassment they experience or witness. Reports can be made to their management chain, the DHRA's EEO/EO Office, and/or the DHRA's Chief of Staff. Additionally, the DHRA's Ombudsman is available for consultation and assistance in identifying options to address and prevent harassment, as well as determining appropriate avenues for reporting. Individuals wishing to initiate an EEO/EO complaint regarding harassment must contact the EEO Office within 45 calendar days of the alleged incident.

For further information, please contact Ms. Brittany Mason, EEO Program Manager, at Brittany.j.mason2.civ@mail.mil or, dhra.mc-alex.eeo.list.saco@mail.mil.

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Director