



**DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY**

4040 NORTH FAIRFAX DRIVE
ARLINGTON, VIRGINIA 22203-1635

Diversity Management & Equal Opportunity Office

06-DMEO-002
November 27, 2006

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
POLICY MEMORANDUM**

SUBJECT: Anti-Harassment Policy

- Reference:** (a) Equal Employment Opportunity Office Policy Memorandum 05-EEO-004, "Anti-Harassment Policy," December 7, 2005, (hereby canceled)
- (b) Section 2301 of title 5, United States Code, Merit System Principles
- (c) Chapter 21 of title 42, United States Code, Civil Rights
- (d) Title 29, Code of Federal Regulations, Part 1614.102(b)(5), "Federal Sector Equal Employment Opportunity," current edition

This policy memorandum replaces reference (a). It is the policy of the Department of Defense Education Activity (DoDEA) that all personnel will maintain high standards of honesty, integrity, and conduct to ensure public trust. DoDEA is committed to a workplace free of discrimination and harassment. Harassment based upon race, color, religion, sex (including sexual harassment), national origin, age (40 and over) or disability violates the standards of conduct and the merit system principles listed in references (b) and (c), as amended.

Harassment can occur in the form of verbal, physical, and intimidating conduct that denigrates or shows hostility towards an individual based upon any protected status or directed toward an employee because of his or her protected status. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Any such offensive conduct will be considered a prohibited form of harassment when: (1) submission to or rejection of such conduct is made explicitly or implicitly a term of condition of a person's employment, (2) submission to or rejection of such conduct by a person is used as a basis for employment decisions affecting that person, or (3) such conduct interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Harassment is unacceptable conduct and **WILL NOT BE TOLERATED** at any level. Harassment is prohibited in any location that can be reasonably regarded as an extension of the workplace, such as any customer location, off-site social business