



**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY
HEADQUARTERS
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1400**

JUN 23 2020

**MEMORANDUM FOR ALL DODEA PERSONNEL AND APPLICANTS FOR
EMPLOYMENT WITHIN DODEA**

SUBJECT: Anti-Harassment Policy Statement

It is the policy of DoDEA that all personnel uphold a culture that fosters high professional standards and respect. Creating and maintaining an environment free from harassment is essential to successfully accomplishing DoDEA's mission. DoDEA does not permit harassment in its facilities or services and this anti-harassment policy is intended to prevent harassment and to correct harassing behavior before it becomes severe or pervasive.

Harassment in this context includes unwelcome conduct based on race, color, religion, sex (including pregnancy and gender identity), genetic information, sexual orientation, national origin, age (40 or older), disability (mental or physical), marital status, political affiliation, retaliation. Harassing behavior can take many forms and may include, but is not limited to, the following: slurs, inappropriate jokes or comments, gestures, impeding or blocking another's movement or otherwise physically interfering with normal work, pictures, drawings, and/or cartoons, on-line bullying, and unwelcomed touching or attention. DoDEA will conduct inquiries whenever allegations of workplace harassment, both sexual and non-sexual, are made.

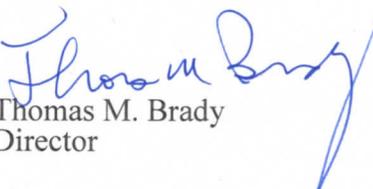
Reports of harassment are confidential to the fullest extent possible without impeding an investigation into the allegations. Management officials have a duty to ensure a workplace free from harassment and to respond promptly when harassment allegations are made. Failure to do so can result in disciplinary action. Employees and participants are encouraged to report incidents they perceive as harassment, which includes those that they have personally experienced or witnessed, to the supervisor of the offending employee or/and participant (if known), their supervisor, or a member of Labor Management and Employee Relations. DoDEA cannot correct harassing conduct if the conduct is not known by the appropriate people in the Agency who can take corrective action.

It is important to note that the anti-harassment process does not affect an employee's right to file an EEO complaint, nor does it alter required timelines for filing an EEO complaint. To initiate the EEO complaint process, an employee must contact an EEO official within 45 calendar days of the alleged harassment. For more information on the EEO program, please contact your regional or HQ DMEEO EEO Office.

This policy statement applies to DoDEA employees (full-time, part-time, and intermittent, permanent and temporary), paid interns, Contractors working under DoDEA contracts (as included in DoDEA contract Terms and Conditions); and DoDEA volunteers and unpaid interns. DoDEA students are not covered by this statement, but are covered under the provisions of DoDEA AI 1443 (v1, v2)

I am counting on every employee to be proactive in preventing harassment and maintaining an atmosphere of respect and professionalism.

Sincerely,


Thomas M. Brady
Director