

**Be Aware,
Share, and
Declare -**

NOT IN OUR SCHOOLS!

Be Aware - of what discrimination is and your right to be protected from it.

Share - your experience with someone who can help.

Declare - your right to a discrimination-free school and work environment.

Discrimination is not a secret worth keeping.

Promoting a culture of civil rights championship is critical to preventing discrimination and protecting everyone's right to enjoy a high-quality DoDEA school, athletic, extracurricular, and work experience.

Special Note to Employees

In addition to EO 13160, DoDEA employees have specific rights under federal Equal Employment Opportunity (EEO) laws, too. If you feel you are experiencing discrimination in your employment, contact the DoDEA Diversity Management and Equal Opportunity (DMEO) office in your district without delay to learn about all your rights, options, and the 45-day filing deadline for separate EEO claims. Learn more about your EEO options at www.dodea.edu/Offices/DMEO.



How to Learn More

Visit the following DoDEA webpages:

Civil Rights Program

www.dodea.edu/Offices/CivilRightsProgram.cfm

Sexual Harassment Awareness and Prevention

www.dodea.edu/sexualHarassment

Employee Equal Opportunity

www.dodea.edu/Offices/DMEO

Contact your DCP District Coordinator:

Each of the 8 District Chiefs of Staff serve as the DCP District Coordinator for their area. DoDEA's 8 Districts are:

DoDEA-Americas Mid-Atlantic

DoDEA-Americas Southeast

DoDEA-Europe East

DoDEA-Europe South

DoDEA-Europe West

DoDEA-Pacific East

DoDEA-Pacific South

DoDEA-Pacific West

Find up-to-date contact information at:

www.dodea.edu/Offices/CivilRightsProgram.cfm

Write or Email the DCP Lead Coordinator at:

HQ, Office of the Chief of Staff
Department of Defense Education Activity

ATTN: Taylor York

Civil Rights Program Manager

4800 Mark Center Drive

Alexandria, VA 22350

Email: Civil.Rights@dodea.edu

dodea
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

DoDEA DCP

DISCRIMINATION COMPLAINTS PROCESS

Promoting equal treatment and equal opportunity for students, employees, and anyone participating in DoDEA school and work programs and activities, in compliance with Executive Order 13160.

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How to take action if you, or someone you know, is being discriminated against in any of the following ways:

- Unequal Treatment
- Hostile Environment Based on Discriminatory Harassment
- Hostile Environment Based on Sexual Harassment
- Unequal Impact of Policy or Practice
- Retaliation



DoDEA DCP Protecting Against Discrimination

DoDEA will not allow anyone – students, employees, families, volunteers, or others - to be subjected to unequal treatment or other forms of discrimination, because of their “protected class,” which is their:

- race
- sex (including gender)
- color
- national origin
- disability
- religion
- age
- sexual orientation
- status as a parent

Discrimination makes it difficult for you to learn, work, or participate in your DoDEA experience by keeping you from feeling safe and accepted or from having an equal chance to be successful.



Some Examples of Discrimination

Unequal Treatment

A school suspending a boy, but only giving a warning to a girl, even though they both stole a school laptop and both have clean records.

Hostile Environment Based on Discriminatory Harassment

A coach ignoring a Muslim student's complaint about repeated ethnic jokes and pranks played on him by teammates who want him to quit.

Hostile Environment Based on Sexual Harassment

A girl not wanting to come to school anymore, because boys sent around a list that graded all the girls by their “hotness,” and all the kids keep making fun of her for getting an “F.”

Unequal Impact of School Policy or Practice

Not providing Kosher meals as part of the school free lunch program.

Retaliation

A teacher who was disciplined for making racist jokes in class ignoring how classmates are bullying the student that reported her jokes to the principal.

How to File a Complaint

Students and Members of the Public

Submit a Complaint To:

- DoDEA Principal or Program Director
- District or Community Superintendent
- District or Lead DCP Coordinator

DoDEA Employees

Submit a Complaint To:

- DoDEA First- or Second-Line Supervisor
- Diversity Management and Equal Opportunity (DMEQ) staff

How to Report:

- In Person or by Phone
- By Email or Letter

What to Include:

- Name and contact information
- What happened/How the discrimination impacted you
- Who did it
- Where it happened – school, program, activity, training, office, or elsewhere
- Who witnessed it

Anonymous Reports are accepted, but may be harder to investigate.

DoDEA Prohibits Retaliation and intimidation, threats, or other misconduct against anyone who makes a complaint or who cooperates with an investigation related to a complaint.