



**INSPECTOR GENERAL**  
DEPARTMENT OF DEFENSE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VIRGINIA 22350-1500

SEP 20 2019

MEMORANDUM FOR ALL PERSONNEL AND APPLICANTS FOR  
EMPLOYMENT, DEPARTMENT OF DEFENSE, OFFICE OF  
INSPECTOR GENERAL

SUBJECT: Anti-Harassment Policy Statement

It is the policy of the Department of Defense Office of Inspector General (DoD OIG) 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 the DoD OIG's mission.

Title VII of the Civil Rights Act of 1964, as amended, defines harassment as unwelcome conduct based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 or older), disability, or genetic information. 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. The DoD OIG has no tolerance for harassment. Allegations of workplace harassment, sexual and non-sexual, will be promptly, thoroughly, and impartially investigated and, where appropriate, corrective action will be taken.

All DoD OIG personnel are required to receive biennial anti-harassment training and are responsible and accountable for acting promptly to prevent and eliminate harassment. Every employee is also responsible for consistent, equitable, and professional behavior toward others. Employees are prohibited from engaging in harassing behaviors that offend, intimidate, or interfere with the work performance of others. Any person who believes he or she has been the subject of harassment or who observes harassing conduct is expected to immediately report the matter to a management official or supervisor, the Office of Equal Employment Opportunity, or the Office of Professional Responsibility.

Reports of harassment are confidential to the fullest extent possible without impeding an investigation into the allegations. Management officials will refer allegations of misconduct to the Office of Professional Responsibility within 5 business days of notification. The official will consult with DoD OIG Human Capital Management and the Office of General Counsel in considering the appropriate corrective or disciplinary action, up to and including removal, to ensure that no further harassing conduct occurs. Management officials within the DoD OIG have a duty to carry out their responsibilities under this policy, and failure to do so can result in disciplinary action.

Inappropriate and unprofessional conduct, such as misconduct based on marital status or political affiliation, may not qualify as Title VII harassment; however, the conduct may still violate Merit Systems Protection principles as a prohibited personnel practice under 5 U.S.C. § 2302.

Title VII of the Civil Rights Act of 1964 also prohibits retaliation against individuals who file a Title VII discrimination charge, testify, or participate in any way in an investigation, proceeding, or lawsuit under Title VII. Retaliation is also prohibited against individuals who oppose employment practices that they reasonably believe violate anti-discrimination laws. DoD OIG officials must not retaliate against employees for reporting harassment.

Confidentiality in the Equal Employment Opportunity (EEO) complaint process must be consistent with EEO regulations and the Privacy Act, and an environment that encourages employees to report harassing behavior must be a part of DoD OIG culture. There can be no retaliation against individuals who engage in protected activity.

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. To ensure effective communication regarding complaint processing procedures and affirmative employment, all DoD OIG managers and supervisors shall familiarize themselves with the current DoD IG Instruction 1440.1, "Equal Employment Opportunity Program," January 12, 2017, which establishes the policies, responsibilities, and procedures for our program.

For more information on the EEO program, please contact the Office of Equal Employment Opportunity at (703) 604-9710. Our EEO staff can explain Federal anti-discrimination and affirmative employment laws, regulations, and policies.

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



Glenn A. Fine  
Principal Deputy Inspector General  
Performing the Duties of the Inspector General