



INSPECTOR GENERAL
DEPARTMENT OF DEFENSE
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May 22, 2025

IGDPM 2025-5

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

SUBJECT: Equal Employment Opportunity and Anti-harassment Policy Statement

The Department of Defense Office of Inspector General (DoD OIG) is committed to the principles of Equal Employment Opportunity (EEO) and to creating and sustaining a workforce where all individuals are treated with dignity and respect and can reach their full potential in support of our mission. Equal opportunity is aligned with our core values of integrity, independence, excellence, and transparency. The DoD OIG will ensure equal access to promotions, training, and awards and will base employment decisions solely on merit and ability. Each of us plays a part in cultivating and sustaining a culture where all are valued and respected for who they are and the skills they bring to the DoD OIG. Consistent with these obligations, the DoD OIG provides reasonable accommodations to employees and applicants with disabilities and for sincerely held religious beliefs, observances, and practices.

Protections and Rights

DoD OIG employees are protected from discrimination and harassment. It is DoD OIG policy to prohibit discrimination based on race; color; religion; sex, to include sexual orientation, sexual harassment, and pregnancy; national origin; age (over 40); disability, to include mental or physical; genetic information (including family medical history); or retaliation for engaging in a protected EEO activity. Furthermore, all employees should promote a culture of personal dignity and respect. Harassment is inconsistent with this environment, and creating and maintaining an environment free from harassment is essential to accomplishing the DoD OIG mission.

Unlawful Harassment

Unlawful harassment is unwelcome and objectively offensive behavior to a reasonable person that negatively impacts the terms and conditions of one's employment. Harassment is unlawful when it is based on a protected class and the offensive conduct is severe or pervasive enough to change the terms and conditions of employment.

Workplace Harassment

Workplace harassment is based on behavior that is unwelcome or offensive to a reasonable person and interferes with work performance or creates an intimidating, hostile, or offensive work environment. The Anti-Harassment Program (AHP) is a management resource intended to address harassment in the workplace and provide management with the information needed to determine whether interim corrective action needs to be taken. The AHP office accepts allegations of harassment for investigation. The allegations can be EEO or non-EEO-related (i.e., not based on EEO-protected categories). The AHP office reporting and response

process is separate and distinct from the EEO process. If the AHP office and Office of Equal Employment Opportunity (OEEO) simultaneously initiate action on the same complaint, the AHP and EEO processes will run concurrently and independently.

Reporting Discrimination or Harassment

Unlawful Harassment

Individuals who wish to pursue a discrimination complaint with the OEEO must contact an EEO counselor within **45 calendar days** of the alleged incident, or 45 calendar days from the date the individual became aware of the alleged discrimination. The OEEO will process discrimination complaints in accordance with IG Instruction 1440.1, "Equal Employment Opportunity Program," January 12, 2017, and other applicable regulations. The OEEO will protect anonymity when elected in the pre-complaint stage of the EEO complaint process and work to maintain confidentiality to the greatest extent possible.

Workplace Harassment

The AHP office addresses allegations from an efficient workplace, unlawful harassment, or harassment of a criminal nature. The AHP office reporting and response process is separate and distinct from the EEO reporting and response process. Reporting harassment to the AHP office does not have a time restriction but should be done promptly. The AHP office does not offer employee redress or settlement agreements. If the AHP office and OEEO simultaneously initiate action on the same complaint, the AHP and EEO processes will run concurrently and independently.

You may report harassment to any DoD OIG supervisor, the Human Capital Management (HCM) Employee Relations Division, the Ombuds, the OEEO, or the AHP office. Employees who either witnessed or know of harassment in the workplace are required to report it. Employees may submit an anonymous harassment complaint through the DoD OIG Hotline or directly to the AHP Program Manager. Supervisors must forward any report of harassment to the AHP office within 5 business days of receipt, regardless of whether the individual reporting harassment is a direct subordinate. The AHP office will initiate an inquiry or investigation within 10 calendar days of receipt of a harassment complaint, and process allegations of harassment in accordance with IG Instruction 1020.04, "Anti-harassment Program," November 29, 2021, and IG Instruction 5505.01, "Office of Professional Responsibility," January 28, 2020, and other applicable rules and regulations.

In accordance with IG Instruction 1020.04, HCM and the OEEO will inform the AHP office of reported allegations of harassment, whether the individual pursues a harassment complaint or not. The AHP office may independently initiate an inquiry or investigation into an allegation of harassment, whether an individual pursues an AHP complaint or not.

Retaliation

Employees have a right to engage in protected activities, such as (1) participating in an EEO process; and (2) opposing employment practices perceived as discriminatory (or harassing) by reporting such actions to any management official. Employees must be able to exercise their rights without fear of retaliation. Retaliating against or discouraging individuals from exercising these rights will not be tolerated. Employees who retaliate against those who exercise their rights to report discriminatory or harassing behavior, oppose discriminatory or harassing behavior, or participate in the EEO or anti-harassment complaint processes will be held accountable by management. Similarly, management will take timely, appropriate corrective action when an employee engages in discriminatory or harassing behavior.

Supervisors will encourage employees to seek guidance from the OEEEO and the AHP office (located in the Office of Professional Responsibility) and to report discrimination and harassment at the earliest opportunity. Employees must fully participate in investigations into allegations of discrimination and harassment and may, in coordination with their supervisor, use a reasonable amount of work time to do so. For more information, please contact the OEEEO at (703) 604-9710 and the AHP office at (703) 699-5663.

Thank you for your personal commitment to sustaining a positive work environment where each of us can do our best to further the DoD OIG mission.



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