



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

February 10, 2023

IGDPM 2023-4

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

SUBJECT: Equal Employment Opportunity and Anti-Harassment Policy Statement

- References: (a) IG Instruction 1440.1, *Equal Employment Opportunity Program*, January 12, 2017
(b) IG Instruction 1020.04, *Anti-Harassment Program*, November 29, 2021
(c) IG Instruction 5505.01, *Office of Professional Responsibility*, January 28, 2020

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 diverse 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, and excellence, and the DoD OIG strives to be a model of equity, diversity, and inclusiveness for its employees and applicants for employment. 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, including unlawful harassment based on race, color, religion, sex (to include pregnancy, gender identity, and sexual orientation), national origin, age (over 40), disability, genetic information, or in retaliation for protected EEO activity. Harassment is behavior that is unwelcome or offensive to a reasonable person, and interferes with work performance or creates an intimidating, hostile, or offensive work environment. Harassment is unlawful when it is based on a protected class as outlined above, and where (1) enduring the offensive conduct becomes a condition of 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.

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 through 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. Supervisors will support and encourage employees to seek

guidance from the Office of Equal Employment Opportunity (OEEEO) and the Anti-Harassment Program (AHP) office (located in the Office of Professional Responsibility), and report discrimination or harassment at the earliest opportunity. Employees must fully participate in investigations into allegations of discrimination or harassment, and may, in coordination with their supervisor, use a reasonable amount of work time to do so. Management will take disciplinary action against those who retaliate against an employee who exercised his or her right to report such behaviors, opposed discriminatory or harassing behaviors, or participated in the EEO or anti-harassment complaint process. Similarly, management will take appropriate corrective action where an employee engages in discriminatory or harassing behavior.

Individuals who believe they experienced discrimination or unlawful harassment, and wish to pursue a discrimination complaint with the OEEEO, 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 OEEEO will process discrimination complaints in accordance with reference (a) and other applicable regulations, and work to maintain confidentiality to the greatest extent possible. In accordance with reference (b), the OEEEO will inform the AHP office of reported allegations of harassment whether the individual pursues a discrimination complaint or not. In the event an individual pursues a discrimination complaint, the EEO and anti-harassment complaint processes will run concurrently. The OEEEO will protect anonymity when elected in the pre-complaint stage of the EEO complaint process.

Reporting Harassment

Employees are required to report harassing behaviors or allegations of harassment to any of the following resources: any DoD OIG supervisor, Human Capital Management, the Ombuds, OEEEO, or directly to the AHP office. The AHP office will initiate an inquiry or investigation within 10 calendar days, and process allegations of harassment in accordance with references (b) and (c), and other applicable rules and regulations.

Thank you for your personal support and commitment to upholding a positive work environment where employees are free to perform at their highest capacity to further our mission. For more information, please contact the OEEEO at (703) 604-9710 and the AHP office at (703) 699-5663.



Robert P. Storch