



**DEFENSE SECURITY COOPERATION AGENCY**  
2800 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-2800

OCT 27 2022

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

SUBJECT: FY23 Anti-Harassment Policy Statement

The Defense Security Cooperation Agency (DSCA) prohibits harassment and retaliation against an employee for reporting harassment. This includes harassment that is not unlawful, but adversely affects the work environment. Any DSCA employee who engages in harassing and/or retaliatory conduct is subject to disciplinary action. All personnel within DSCA will be treated with dignity and respect. I will not tolerate nor condone harassment, and will address any allegation of harassment promptly and effectively. DSCA's Talent Management (TM) Directorate manages the Agency's anti-harassment program in partnership with the Defense Logistics Agency (DLA) and in accordance with DSCAI Instruction 1020.01, "Workplace Harassment Prevention and Response" dated August 15, 2021.

Harassment is behavior that is unwelcome or offensive to a reasonable person, and creates conditions that interfere with work performance, or creates an intimidating, hostile, or offensive work environment. Harassment can be oral, visual, written, physical, or electronic. Prohibited workplace harassment behaviors may include bullying, hazing, non-verbal gestures, offensive comments/conduct, and intimidating acts.

All individuals within the Federal workplace, including Federal employees, contractors, students/interns, and military personnel, are protected from harassment. Individuals who believe they have been subject to harassment or retaliation, or have witnessed harassing or retaliatory conduct, should immediately report the matter to the supervisor of the employee engaging in the misconduct (if known), their supervisor, or to the Anti-Harassment Program Manager, Talent Management (TM) Directorate.

Managers and supervisors must play an active role to ensure our work environment is free from harassment. Upon becoming aware that an employee is being harassed, managers and supervisors will take prompt, appropriate action to stop the harassment and will immediately report all allegations of harassment to DSCA's TM Directorate. Join me in ensuring DSCA is a workplace free of harassment.

A handwritten signature in black ink that reads "James A. Hursch".

James A. Hursch  
Director