



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

OCT 27 2021

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

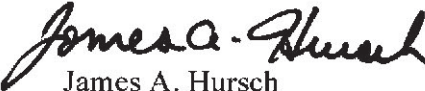
SUBJECT: FY23 Prevention of Sexual Harassment Policy

The Defense Security Cooperation Agency (DSCA) will not tolerate or condone sexual harassment of any form. DSCA will promptly investigate all allegations of sexual harassment and take immediate, appropriate corrective or disciplinary action against individuals found to have engaged in such conduct.

Sexual harassment is a form of sex discrimination that is prohibited in the workplace. Unwelcomed sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature may constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. A victim may be anyone affected by the conduct, not just the person to whom the conduct was directed. A harasser may be the victim's supervisor, a co-worker, or non-Agency employee, and both the victim and harasser may be the same sex.

All individuals within the Federal workplace, including Federal employees, contractors, students/interns, and military personnel, are protected from sexual harassment. Individuals who believe they have been sexually harassed or have observed conduct that could be sexual harassment are encouraged to tell the offending person the behavior is inappropriate, unwelcomed, and must stop, and the individuals should immediately report the matter to someone within their supervisory chain. If the individual is uncomfortable reporting the matter within their supervisory chain, then the individual should immediately contact our Talent Management (TM) Directorate or the Defense Logistics Agency EEO & Diversity Office¹ by email at HQEEOinquiries@dla.mil or by phone at 571-767-6777. Employees should contact a DLA EEO Counselor no later than 45 calendar days from the date of the alleged harassment.

Managers and supervisors must play an active role to ensure our work environment is free from sexual harassment and sex-based 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 sexual harassment to DSCA's TM Directorate. Join me in ensuring DSCA is a workplace free of sexual harassment. For more information, please visit the DSCA EEO website at <https://www.dsca.mil/eo-equal-employment-opportunity>.


James A. Hursch
Director

¹ DLA provides EEO and human resource services to DSCA.