



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

OCT 16 2023

MEMORANDUM FOR DEFENSE SECURITY COOPERATION AGENCY WORKFORCE

SUBJECT: Fiscal Year 2024 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 or retaliatory conduct is subject to disciplinary action. All personnel within DSCA will be treated with dignity and respect. I will neither tolerate nor condone harassment, and I will promptly and effectively address any allegation of harassment. 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 DSCA 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 or 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 own supervisor, or to the Anti-Harassment Program Manager in the 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. Please join me in ensuring DSCA is a workplace free of harassment.

A handwritten signature in cursive script, reading "James A. Hursch", is positioned above the printed name and title.

James A. Hursch
Director