



Defense Logistics Agency

Prevention of Sexual Harassment Policy Statement

It is the policy of the Defense Logistics Agency (DLA) to ensure a work environment free from harassment. Harassment is a form of prohibited discrimination and will not be tolerated. DLA has a "Zero Tolerance" policy for sexual harassment that will be strictly enforced.

Generally, harassment is any unwelcome, hostile, or offensive conduct taken on the basis of race, color, sex, sexual orientation, religion, national origin, age, disability, or reprisal that interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.



Sexual harassment is any unwelcome sexual advance, request for sexual favors, or verbal, written or physical conduct of a sexual nature by a manager, supervisor, co-worker or non-employee (contractor). Also, sexual harassment could create a hostile environment if the victim is subjected to unwelcome and severe or pervasive repeated sexual comments, innuendoes, touching, or other conduct of a sexual nature which creates an intimidating or offensive place for employees to work.

Harassment, if ignored or not reported, is likely to continue and become worse rather than go away. Any person who believes that he or she is a victim of harassment should make it clear to the person harassing them that their behavior is inappropriate and unwelcome and that the behavior must stop. Victims should also inform a supervisor, or someone in the chain of command, of the offensive behavior. Management is responsible for ensuring the workplace is free of harassment. If you believe you are a victim of harassment, you can also use the informal or formal Equal Employment Opportunity (EEO) process to resolve the situation through your local EEO office.

The best tool to eliminate harassment is prevention. Managers and supervisors will ensure that all military and civilian personnel receive a copy of, and are fully informed about, this policy. It is everybody's responsibility to ensure that discrimination and workplace harassment of any type is eliminated. All of us are responsible for maintaining high standards of honesty, integrity, and conduct so we can focus on our mission to support our war fighters.

//Signed//

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A. S. THOMPSON
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Director