DEPARTMENT OF DEFENSE
DEFENSE MEDIA ACTIVITY
6700 TAYLOR AVENUE
FORT MEADE, MD 20755-7061

JAN 0 8 2019

PUBLIC AFFAIRS

MEMORANDUM FOR ALL DEFENSE MEDIA ACTIVITY EMPLOYEES

SUBJECT: Policy Memorandum # 2 – Reprisal Policy

It is the policy of Defense Media Activity (DMA) that no person shall be subject to reprisal (retaliation) for engaging in protected activity. Reprisal happens when a management official takes an unfavorable personnel action or withholds a favorable employment action because the individual engaged in protected activity. Protected activities include, but are not limited to:

- Participating in an employment discrimination process, investigation or hearing
- Speaking out against unlawful discrimination in the workplace
- Reporting fraud, waste or abuse
- Reporting a substantial and specific danger to public health or safety
- Disclosing information reasonably believed to evidence a violation of law

Any employee, former employee, or applicant for employment who feels he or she has been subjected to reprisal for speaking out against employment discrimination or participating in an employment discrimination complaint process should contact the DMA Office of Diversity Management and Equal Opportunity at 301-222-6752, DSN 733-4752 or dma.meade.hqdma.mbx.dma-eeo@mail.mil.

Any military member, civilian, or contractor who believes he or she has been subjected to whistleblower reprisal for matters other than employment discrimination matters should contact the DMA Office of Inspector General at 833-206-6802 (toll free), 301-222-6767(local), DSN 733-4767 or dma.meade.hqdma.mbx.ig-office@mail.mil.

Supervisors at every level are responsible for ensuring that DMA is free from reprisal. DMA personnel found to have engaged in unlawful reprisal are subject to discipline, up to and including removal. Likewise, DMA personnel who knew or should have known of unlawful reprisal but failed to report or stop the behavior may be subject to appropriate discipline.

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Paul R. Haverstick, Jr.
Colonel, U.S. Army
Acting Director