



DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS
OFFICE OF THE DEPUTY DIRECTOR
FPO AP 96373-5007

June 12, 2001

PACIFIC

MEMORANDUM FOR ALL EMPLOYEES, DODDS PACIFIC

SUBJECT: Prevention of Sexual Harassment

On April 11, 2001, Dr. Tafoya sent out the DoDEA Prevention of Sexual Harassment Policy, 01-EEO-02. That policy specifically states that sexual harassment is unacceptable conduct and will not be tolerated at any level. I fully endorse the Department of Defense Education Activity's policy on sexual harassment and will take appropriate measures of discipline against those who do not adhere to the standards put forth in that directive. This policy can be accessed on the DoDEA web page under regulations, and should be posted on all employee bulletin boards.

Questions that have arisen from many sources indicate that some clarification of Dr. Tafoya's memorandum may be needed. Sexual harassment can be verbal, physical, or pictorial, and includes sexual comments, jokes, innuendo, pressure for dates, sexual touching, sexual gestures, and sexual graffiti and posters. A claimant of sexual harassment does not have to be the person at whom the offensive conduct was directed, but can be anyone affected by the conduct.

Materials, publications, or posters that could in any way be considered of a sexual nature are not appropriate in a workplace setting where material may be construed as being endorsed by DoDEA, when in fact it is not. We all need to keep a professional work environment without infringing on the beliefs and rights of others. Any materials of this kind will be disposed of if found in conspicuous places where notices to employees are commonly displayed, and a swift and thorough investigation will be made into those responsible for posting the materials. Corrective action against offenders of this policy will be promptly taken.

All employees are reminded that if you believe you are a victim of sexual harassment, you should report the incident(s) to the appropriate supervisory level or to the Equal Opportunity Office.

A handwritten signature in cursive script that reads "Nancy C. Bresell".

Nancy C. Bresell
Deputy Director