



**DEPARTMENT OF DEFENSE**  
**DEFENSE MEDIA ACTIVITY**  
**6700 TAYLOR AVENUE**  
**FORT GEORGE G. MEADE, MARYLAND 20755**

JUN 13 2012

**PUBLIC AFFAIRS**

**MEMORANDUM FOR DEFENSE MEDIA ACTIVITY PERSONNEL**

**Subject: Reprisal and Retaliation Policy**

It is the policy and practice of the Defense Media Activity (DMA) that no person shall be subject to reprisal and retaliation for responsible participation in an Equal Opportunity process, or for speaking out against practices he or she believes may constitute unlawful discrimination under the provisions of the following statutes:

- Title VII of the Civil Rights Act of 1964
- Age Discrimination in Employment Act
- Equal Pay Act
- Rehabilitation Act of 1973
- Genetic Information Non-disclosure Act

Reprisal and retaliation are defined as adverse actions taken because of opposition to unlawful discrimination. If you believe you are a victim of reprisal or retaliation, you should report the person (s) to your supervisor. If the person is your supervisor, report the person(s) to your second line supervisor. If the behavior persists after reporting it to your supervisory chain, contact the Office of Diversity and Equal Opportunity. All employees are required to report actions by other employees that they know or have reasonable basis to believe, are prohibited acts of reprisal and retaliation.

There is zero tolerance of any form of reprisal or retaliation. Any DMA employee who is guilty of engaging in this type of behavior is subject to immediate disciplinary action, including demotion, suspension, and/or removal.

A handwritten signature in blue ink, appearing to read "Bryan G. Whitman".

Bryan G. Whitman  
Acting Director