



## THE JOINT STAFF

WASHINGTON, DC

DJSM 0145-21

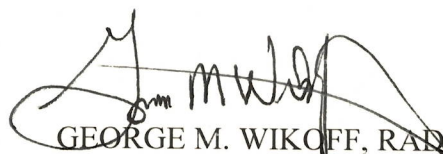
18 August 2021

Reply Zip Code:  
20318-0300

## MEMORANDUM FOR ALL JOINT STAFF PERSONNEL

SUBJECT: Anti-Harassment Policy

1. This memorandum rescinds and replaces DJSM 0070-20, "Policy on Anti-Harassment," 8 June 2020. The Department of Defense (DoD) anti-harassment policy is set forth in DoD Instruction 1020.04, "Harassment Prevention and Responses for DoD Civilian Employees," 30 Jun 2020.
2. The Joint Staff will not tolerate harassment in any form or at any level, and is committed to taking proactive measures to prevent harassment and correct incidents of harassing conduct immediately.
3. Harassment is any behavior by any senior, peer, or subordinate, military, civilian, or contractor, that is unwelcome or offensive to a reasonable person and that interferes with work performance or creates an intimidating, hostile, or offensive work environment. Every employee is responsible for maintaining a harassment-free work environment, and ensuring that they do not engage in activities or practices that create an offensive or hostile work environment for their co-workers.
4. Employees who observe or are aware of possible harassment must immediately report it to their supervisor before the harassment becomes severe or pervasive. Any manager who becomes aware of harassment must take immediate and appropriate corrective action, is encouraged to resolve it at the lowest possible level, and must ensure the harassment stops and does not reoccur.
5. If you believe that you are the subject of harassment in violation of this policy, contact your first line supervisor (or second level if the alleged harasser is your first line supervisor). Upon receipt of a report, the appropriate management official will investigate the allegations and take appropriate corrective or disciplinary action.
6. You may also contact the Joint Staff J-1 Civilian Personnel Branch at 571-256-4066 or 757-203-5418; or the Joint Staff Equal Employment Opportunity (EEO) and Diversity Office at 757-203-5456, 703-692-2471, or via e-mail at [js.pentagon.dom.mbx.eeod-mailbox@mail.mil](mailto:js.pentagon.dom.mbx.eeod-mailbox@mail.mil) to initiate an EEO complaint.



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