IT’S ON US
To Prevent Workplace Harassment

The Department of Justice has zero tolerance for workplace harassment, which is defined as conduct that is based upon an employee’s:
race, color, religion, national origin, sex, age, sexual orientation, disability (physical or mental), gender identity, protected genetic information, pregnancy, status as a parent, marital status, political affiliation, or any other nonmerit based factor, and:

- explicitly or implicitly affects an individual’s employment,
- unreasonably interferes with an individual’s work performance, and/or
- creates an intimidating, hostile, or offensive work environment.

Who commits harassment?
Harassers can be supervisors, co-workers, or contractors.

Who is affected by harassment?
A “victim” of harassment does not have to be the person harassed; anyone can be affected by an offensive working environment.

Harassment can include:
- Jokes, slurs, epithets, name-calling
- Intimidation, insults, or threats
- Physical or violent confrontations
- Offensive objects or pictures in the workplace
- Inappropriate conduct outside of the workplace that adversely affects others in the Department or its mission
- Conduct through electronic means, e.g., sending offensive or repetitive e-mails or offensive use of social media

If you see something, say something: Workplace harassment undermines the mission of the Department of Justice. Employees who are aware of harassing behavior should immediately report it to:

1. A supervisor or higher-level manager;
2. The Human Resources or personnel officer in their component or office;
3. Other individuals identified by the component or office to manage harassment allegations; or
4. The Office of Inspector General or Component investigating offices such as an Office of Professional Responsibility or Inspections Division.

The Department will not tolerate retaliation against any employee for making a good-faith report of harassing conduct or for participating in any inquiry about such a report. The Department will protect the confidentiality of employees bringing harassment claims to the extent possible.

Employees in a collective bargaining unit may seek assistance through appropriate provisions of their collective bargaining agreement. Employees who want to file a formal EEO complaint of harassment and preserve their legal rights must contact their servicing EEO Office within 45 days of occurrence of the conduct believed to be unlawful harassment.

Contact Information for EEO, DOJ-OPR, and OIG:
DOJ Component EEO Offices: [https://www.justice.gov/jmd/eeos-contacts](https://www.justice.gov/jmd/eeos-contacts)
OPR (when allegations involve an attorney): (202) 514-3365; [https://www.justice.gov/opr](https://www.justice.gov/opr)
OIG Hotline: (800) 869-4499; [https://oig.justice.gov/](https://oig.justice.gov/)