



The DHS Headquarters Anti-Harassment Unit (AHU) implements the Department's Anti-Harassment policy by promptly and effectively conducting inquiries into reports of harassment brought by Headquarters employees. This unit also oversees the Component's Anti-Harassment programs as well.

## DHS Anti-Harassment Policy

The updated DHS Anti-Harassment Policy (DHS Policy Statement 256-06, signed by the DHS Secretary on April 1, 2019), prohibits harassment by any DHS employee, or harassment of any DHS employee, by any employee, contractor, vendor, applicant, or other individual with whom DHS employees come into contact. This Policy prohibits harassing conduct that has a direct link to the individual's position or responsibilities regardless of whether it occurs on-duty, off-duty, face-to-face, via electronic means (e.g., telephone, email, social media, chat applications, etc.), through a third party, or through other means.

Such conduct is prohibited regardless of whether it occurs during working hours or on DHS property. All DHS employees are expected to avoid any behavior or conduct that could reasonably be interpreted as harassing conduct.

## What is Harassment?

Harassment is any unwelcome conduct involving a protected basis (*i.e.*, race, color, sex, national origin, disability or age) which interferes with an individual's work performance or creates an intimidating, offensive, or hostile environment. Although DHS's Policy prohibits harassment involving a protected basis—because unwelcome conduct on those bases is especially serious under the applicable laws—no DHS employee, contractor, or vendor should be harassed, or should engage in harassing conduct, *for any reason*, and employees may be disciplined for such behavior.

## How to File a Harassment Claim

Employees aware of harassing conduct, whether or not subjected to the harassment themselves, must promptly report any suspected violations of the Policy in accordance with each Component's reporting procedures.

- DHS Headquarters employees can contact the Headquarters Anti-Harassment Unit by sending an email to: [AHU@hq.dhs.gov](mailto:AHU@hq.dhs.gov).
- DHS Component employees should contact their Component's anti-harassment program; that information can be found on DHS Connect: <http://dhsconnect.dhs.gov/org/offices/crcl/eeo/Pages/Anti-Harassment-at-DHS-Components.aspx>.