



DEPARTMENT OF DEFENSE  
DEFENSE MEDIA ACTIVITY  
6700 TAYLOR AVENUE, SUITE 5902  
FORT MEADE, MD 20755

June 5, 2024

MEMORANDUM FOR ALL DEFENSE MEDIA ACTIVITY PERSONNEL

SUBJECT: Policy Memorandum #2 Reprisal Policy

It is the policy of Defense Media Activity (DMA) that no person shall be subject to reprisal (retaliation) for engaging in protected activity. Reprisal happens when a management official takes an unfavorable personnel action or withholds a favorable employment action because the individual engaged in protected activity. Protected activities include, but are not limited to:

- Participating in an employment discrimination process, investigation, or hearing.
- Speaking out against unlawful discrimination in the workplace.
- Reporting fraud, waste, or abuse.
- Reporting a substantial and specific danger to public health or safety.
- Disclosing information reasonably believed to be evidence of a violation of law.

Any employee, former employee, or applicant for employment who feels he or she has been subjected to reprisal for speaking out against employment discrimination or participating in an employment discrimination complaint process should contact the DMA Office of Diversity Management and Equal Opportunity [dma.meade.hqdma.mbx.dma-eeo@mail.mil](mailto:dma.meade.hqdma.mbx.dma-eeo@mail.mil) at 301-222-6752 or DSN 733-4752.

Any military member, civilian, or contractor who believes he or she has been subjected to whistleblower reprisal for matters other than employment discrimination matters should contact the DMA Office of Inspector General at [dma.meade.hqdma.mbx.ig-office@mail.mil](mailto:dma.meade.hqdma.mbx.ig-office@mail.mil) or 833-206-6802 (toll free), 301-222-6767 (local) / DSN 733-4767.

H.E. Pittman  
Director