



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

March 20, 2025

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 Equal Employment Opportunity office at (301) 222-6752, DSN 733-4752, or dma.meade.hqdma.mbx.dma-eeo@mail.mil.

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

This memo replaces “Policy Memorandum #2 – Reprisal,” June 4, 2024, which is hereby canceled.

Max D. Lederer, Jr.
Acting Director