



Office of Resolution Management (ORM)

Harassment Prevention Program Reporting Process

The ORM's Harassment Prevention Team ensures allegations of harassment, including bullying and cyber-bullying, receive a prompt, thorough, and impartial investigation (preferably before harassment becomes severe or pervasive). ORM ensures that VA takes immediate, appropriate corrective action when it determines harassment has occurred.

Harassment Prevention reporting process is different from the EEO complaint process. The Harassment Prevention Program exists to stop harassment immediately.



If the matter raised before the ORM's Harassment Prevention Team does not fall within its purview, the employee is informed of his or her options for redress. Contacting the Harassment Prevention Team does not preclude you from filing an EEO complaint. Please bear in mind that if you contact the Team, you have not initiated the EEO complaint process and you do not delay your time limits for filing an EEO complaint. **However, if you want to file an EEO complaint you must contact ORM within 45 calendar days of the date of the alleged discrimination by calling 1-888-566-3982. For additional information, please visit our website at <http://www.va.gov/ORM/HPP.asp>.**