

Anti -Harassment

It is a violation of Company policy and federal law to subject any employee to harassment. Any harassment, whether based on race, sexual orientation, gender, age (over 40), religion, disability, invasion of privacy or national origin, is prohibited. Sexual harassment includes unwelcome sexual advances, requests for sexual favors and other offensive conduct that is either sexual in nature, or directed at or about someone or a group because of gender. Sexual harassment undermines the employment relationship by creating an intimidating, hostile or offensive work environment. Some examples of harassment may include:

Verbal conduct

such as epithets (a label used to describe someone negatively), derogatory jokes or comments, name calling, sexual innuendos, demeaning slurs, or unwanted sexual advances.

Visual conduct

such as leering, derogatory and/or sexually oriented posters, photographs, cartoons, drawings, graffiti, electronic mail, or gestures.

Physical conduct

such as assault, unwanted touching, blocking of normal movement, or interfering with work.

Threats or demands

to submit to sexual requests as a condition of continued employment benefits.

“Education is important because, first of all, people need to know that discrimination still exists. It is still real in the workplace, and we should not take that for granted.”

Observance of this policy is a condition of employment. Any employee who experiences or observes conduct believed to constitute harassment should tell the harasser that the behavior is offensive and that you want it to stop. If you are unable to confront the harasser or are unsuccessful in convincing him or her to stop, immediately report the incident to company leadership so the incident may be fairly investigated and any prompt remedial action needed may be taken. There will be no retaliation against any employee who reports a complaint or who provides a witness statement during the investigation. Reports of alleged harassment will be treated as discreetly and confidentially as possible. No employee will be retaliated against for lodging a good faith complaint with management under this policy. Any employee who believes he or she is being subjected to retaliation should promptly report this to one of the individuals listed above.

Legal Human Resources Report Harassment

Max Messmer, Anne M. Bogardus



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