

HARASSMENT POLICY

Effective Date: _____, 20____
Last Updated: _____, 20____

_____[Company Name] is committed to providing a work environment free from harassment of any kind. We believe that everyone deserves to work in a respectful and inclusive workplace that fosters growth and productivity. _____ [Company Name] will not allow unlawful discrimination or harassment of any employee by any other employee, manager, or company official. To that end, we have developed this harassment policy to outline the behavior that we expect from all employees.

This policy covers all employees, managers, and company officials. Each employee is expected to comply with this policy and ensure that prohibited conduct does not occur. Appropriate disciplinary action up to and including termination will be taken against violators.

Definitions of Harassment and Discrimination

_____[Company Name], in compliance with all applicable Federal, state, and local anti-discrimination and anti-harassment laws, utilizes these definitions and guidelines in enforcing this policy:

1. Discrimination

Discrimination means treating another individual less favorably for reasons based on race, color, gender, religion, or other protected status. Discrimination can include, but is not limited to:

- Limiting job opportunities, privileges, or benefits
- Unequal working conditions
- Evaluations based on characteristics unrelated to work
- Harassment or permitting harassment
- _____ [Description of job duty]

Discrimination based on race, gender, disability, or other characteristics is a violation of federal law. Discrimination in violation of this policy will be subject to disciplinary action up to and including termination.

2. Harassment

_____[Company Name] prohibits harassment of any kind, including sexual harassment, bullying, hazing, and stalking. _____ [Company Name] will take immediate and appropriate action in response to complaints or knowledge of violations of this policy.

How To Write A Harassment Statement

Thomas C. Grey



How To Write A Harassment Statement:

Human Resource Management Robert N. Lussier, John R. Hendon, 2025-06-17 Whether your students are HRM or general management majors Human Resource Management Functions Applications and Skill Development will help them develop the skills they need to recruit select train and develop talent A wide variety of applications and experiential exercises keep students engaged and help them see the relevance of HR as they learn competencies they can apply in their personal and professional lives In the updated Fifth Edition bestselling authors Robert N Lussier and John R Hendon explore the important strategic function HR plays in today s organization

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How to Write it Sandra E. Lamb, 2006 Provides examples and advice on writing announcements condolences invitations cover letters resumes recommendations memos proposals reports collection letters direct mail press releases and e mail

Sexual Harassment and Bullying Susan Strauss, 2013-10-06 Bullying in schools is often discussed but sexual harassment in schools and how it differs from bullying is often overlooked In fact though sexual harassment committed both by fellow students and school personnel is more common and yet more easily and quickly dismissed by those involved though its consequences for the victim can be profound This book provides parents teachers school officials and others with a framework comparing and contrasting sexual harassment and bullying as they relate to the behavior laws and impact on children The author describes the responsibility of the school district and how parents and other adults can navigate the schools policies barriers and responsibilities She argues that children should not be subjected to bullying OR sexual harassment that it is the school s responsibility to make the harassment or bullying stop and that parents and other caring adults often need to be involved and advocate for the child even against resistance from those in the school system Throughout the book the author uses examples of actual cases that have made it to the courts and have been precedent setting and cases in which she has been involved as an expert witness or as a consultant Resources for readers are also provided at the end of the book

How to Write a Speech Code Without Really Trying Thomas C. Grey, 1996

101 Sample Write-Ups for Documenting Employee Performance Problems Paul Falcone, 2010-03-24 Whether you re addressing an initial infraction or handling termination worthy transgressions you need to be 100 percent confident that every employee encounter is clear fair and most importantly legal Thankfully HR expert Paul Falcone has provided this wide

ranging resource that explains in detail the disciplinary process and provides ready to use documents that eliminate stress and second guessing about what to do and say Revised to reflect the latest developments in employment law the third edition of 101 Sample Write Ups for Documenting Employee Performance Problems includes expertly crafted easily customizable write ups that address sexual harassment absenteeism insubordination drug or alcohol abuse substandard work email and phone misuse teamwork issues managerial misconduct confidentiality breaches social media abuse and more With each sample document also including a performance improvement plan outcomes and consequences and a section of employee rebuttal it s easy to see why over 100 000 copies have already been sold making life for managers and HR personnel significantly easier when it comes to addressing employee performance issues

Equal Employment Opportunity Compliance Guide, 2013 Edition John F. Buckley, IV, 2012-12-01 Equal Employment Opportunity Compliance Guide is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer s prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Save countless hours of research time This single powerful enclosed CD ROM contains Forms to support you from the initial stages of an EEO complaint EEOC regulations and exclusive annotations Hundreds of legal interpretations of EEOC regulations Primary source enforcement and guidance documents issued by the EEOC The most influential sections of the EEOC Compliance Manual Organized by topic

Campus Hate Speech on Trial Timothy C. Shiell, 2009 Ban it the initial arguments for campus speech codes Wayne Dick s plea the critics fight back See you in court the campus hate speech cases Hostile environment takes a front seat The attack on hostile environment And the verdict is The debate 1998 2008

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2015 Equal Employment Opportunity Compliance Guide 2018 Mid-Year Supplement (IL) Buckley, *Foreign Relations of the United States* United States.

Department of State, 2001 **Professional Ethics for Research and Development Activities** Dag Slotfeldt-Ellingsen, 2023-03-01 This book provides a thorough introduction to research ethics and ethically responsible research practice in a research organization It is relevant for all research areas Morality however is not something one can just learn Therefore the book is written with a different basic tone than regular textbooks so that it makes the reader aware of how morality plays a role in the various daily tasks one has in a research organization The book conveys knowledge and experience material about the society s and the research community s view of how different ethical issues should be solved

From this the reader will acquire the basic ethical principles they need to know and understand and be aware of in order to be qualified in an ethical context as employees of a research organization and to be able to deal with common ethical issues associated with research

It's Okay to Be Angry Gary J. PhD Oliver, H. Norman DMin Wright, 2018-10-16 Did you know that it is okay to get angry In fact anger is a proper and godly response to some of the challenges we face While the Bible admonishes believers to be longsuffering it also shows how anger can be a vital tool in God's hands for bringing about needed change Written specifically for women and counselors this insightful and practical book corrects the popular notion that good Christian women should never get angry not for any reason not at anyone not ever Foreword by Lisa Bevere

A Framework for Human Resource Management Gary Dessler, 2006 This brief yet lucid ten chapter book provides practicing managers with a review of central human resource management concepts and techniques in a highly readable and understandable format Managing Human Resources Today Managing Equal Opportunity and Diversity Recruitment and Selection Personnel Planning and Recruitment Testing and Selecting Employees Training and Developing Employees Performance Management and Appraisal Compensating Employees and Managing Employee Relations For use as a reference by those in human resource management

Gender Hate Online Debbie Ging, Eugenia Siapera, 2019-07-12 Gender Hate Online addresses the dynamic nature of misogyny how it travels what technological and cultural affordances support or obstruct this and what impact reappropriated expressions of misogyny have in other cultures It adds significantly to an emergent body of scholarship on this topic by bringing together a variety of theoretical approaches while also including reflections on the past present and future of feminism and its interconnections with technologies and media It also addresses the fact that most work on this area has been focused on the Global North by including perspectives from Pakistan India and Russia as well as intersectional and transcultural analyses Finally it addresses ways in which women fight back and reclaim online spaces offering practical applications as well as critical analyses This edited collection therefore addresses a substantial gap in scholarship by bringing together a body of work exclusively devoted to this topic With perspectives from a variety of disciplines and geographic bases the volume will be of major interest to scholars and students in the fields of gender new media and hate speech

Tolley's Managing Email & Internet Use Lynda Macdonald, 2009-11-03 Email and Internet use is increasingly topical as employers and employees test the boundaries of acceptable use of new communications technology in the workplace The potential legal liabilities make this a crucial decision making area for all involved in human resources management Tolley's Managing Email and Internet Use will provide you with the essential legal guidance and practical advice to establish implement and enforce a policy for internet and Email use in your workplace Tolley's Managing Email and Internet Use analyses and interprets in plain language the law on monitoring employees Email and internet activity the use of confidentiality notices privacy harassment and Email interception by employers It also provides information on the key regulations and guidelines which affect Email and internet policy including the Human

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Equal Employment Opportunity 2020 Compliance Guide Buckley, 2019-11-12 Equal Employment Opportunity Compliance Guide 2020 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Previous Edition Equal Employment Opportunity Compliance Guide 2019 Edition ISBN 9781543800043 **Management**

, 1982 *Examining Social Change and Social Responsibility in Higher Education* Johnson, Sherri L. Niblett, 2019-12-27 Higher education has seen an increase in attention to social change and social responsibility Providing best practices in these areas will help professionals to create methods for change and suggestions for unity on a global level Examining Social Change and Social Responsibility in Higher Education is an essential research publication that explores current cultural norms and their influence on curriculum and educational environments and intends to improve the understanding of social change and social responsibility at different sociological levels within various fields pertaining to higher education Highlighting topics such as campus safety social justice and mental health this book is ideal for academicians professionals researchers administrators and students working in various disciplines e.g. academic advising leadership higher education adult education campus climate Title IX SAVE VAWA and more Moreover the book will provide insights and support executives concerned with the management of expertise knowledge information and organizational development in different types of work communities and environments

Equal Employment Opportunity 2019 Compliance Guide (IL) Buckley, 2018-12-26 Equal Employment Opportunity Compliance Guide 2019 Edition is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance

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