UNITED STATES OF AMERICA
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
One Lafayette Centre
1120 20th Street, N.W. – Ninth Floor
Washington, DC 20036-3457

Anti-Harassment Policy Statement

The U.S. Occupational Safety and Health Review Commission (OSHRC) strongly supports the rights of all its employees to work in an environment that is free from all forms of harassment, including sexual harassment. OSHRC is committed to maintaining an environment that encourages and fosters respect for individual values and appropriate conduct among all employees and will not tolerate harassment of any kind.

Harassing conduct, which may be oral and/or written, includes, but is not limited to the following:

- Epithets, slurs, jokes, insults, negative stereotyping, or threatening, intimidating or hostile acts, that relate to a person's race, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, religion, genetic information, parental status, or retaliation;

- Written material (including graphics) which demeans or shows hostility or aversion toward an individual or group because of race, color, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability, religion, genetic information, parental status, or retaliation and is posted on walls, bulletin boards, e-mail or elsewhere on OSHRC's property.

One form of prohibited harassment is sexual harassment. It is any unwelcome sexual advance, request for sexual favors, or other verbal or physical harassment of a sexual nature, where submission to such conduct is made a term or condition of one's employment, or submission to or rejection of such conduct is used as a basis for employment-related decisions, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

OSHRC will uphold a zero-tolerance policy for any form of harassment, including sexual harassment. Managers and supervisors should act promptly and appropriately to prevent harassment in the workplace and prevent retaliation against those who complain of harassment. When managers and supervisors become aware of incidents involving any type of harassment, they must take immediate and appropriate corrective action to enforce this policy.

Employees who believe they have been subjected to harassment should report the incident(s) to their supervisor or a management official. If an employee believes there is harassment based on one of the protected classes listed above, s/he may file an EEO complaint. Managers and supervisors must ensure that an employee who reports or files a complaint of harassment, or provides information related to harassment complaints, is not retaliated against in any form. Retaliation is strictly prohibited.

Reports of harassment and retaliation will be promptly and objectively investigated and treated confidentially to the extent possible. Upon completion of an investigation, immediate and appropriate corrective action(s) will be taken if it is determined that harassment has occurred. OSHRC employees seeking to file an EEO complaint of sexual harassment or harassment on any of the bases stated above, or retaliation, must contact an EEO counselor within 45 calendar days of the incident of alleged harassment or retaliation. More information on the EEO complaint process is found in OSHRC's Equal Employment Opportunity Directive (OSHRC 3). In addition, OSHRC's Anti-Harassment Directive (OSHRC 17) further outlines OSHRC's policy on harassment.

This policy replaces the Anti-Harassment Policy Statement, dated March 18, 2019.

James J. Sullivan, Jr.
Chairman
September 4, 2019