



U.S. Broadcasting Board of Governors

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Policy Statement On The Prohibition Of Harassment

It is the policy of the Broadcasting Board of Governors (BBG or Agency) to provide a work environment free from harassment or intimidation. Harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act of 1967 (ADEA), the Americans with Disabilities Act of 1990 (ADA), the ADA as amended, and others.

It is unlawful to harass a person because of their membership in a protected class under the law. Harassment is unwelcome conduct that is based on race, color, religion, sex (including pregnancy and gender identity), national origin, age (40 years or older), disability, or genetic information. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws; or opposing employment practices that they reasonably believe discriminate against individuals, in violation of these laws.

This unwelcome conduct may include, but is not limited to offensive jokes, slurs, epithets, or name calling; physical assaults or threats; intimidation, ridicule or mockery, insults or put-downs; offensive objects or pictures. Harassment may occur in a variety of circumstances, including, but not limited to: 1) alleged harasser may be the victim's supervisor, a supervisor in another area, a coworker, anyone considered an agent of the employer, or a non-employee; 2) victim need not be the opposite sex from the alleged harasser; 3) victim need not be the person harassed, but may be someone affected by the offensive conduct; 4) harassment may occur without economic injury to or discharge of the victim; and 5) the alleged harasser's conduct must be unwelcome.

Harassment becomes unlawful when: 1) the offensive conduct becomes a condition of continued employment; or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Petty slights, annoyances, and isolated incidents (unless extremely serious) will not rise to the level of illegality. While certain conduct may not rise to the level of illegality, all employees should be allowed to work in an environment free from intimidating and harassing conduct.

Any person who experiences harassment should inform the harasser directly that the conduct is unwelcome and must stop. Employees should also report harassment to management immediately to prevent escalation.

Managers and supervisors are responsible for promptly responding to allegations of harassment and taking appropriate action before the conduct becomes severe and pervasive. They should clearly communicate to employees that the Agency takes allegations of this nature very seriously and does not condone offensive behavior of any kind. They should also communicate that the Agency does not tolerate retaliation against any employee for making a good-faith report of harassing conduct; or for conducting, cooperating with, or participating in any investigation of alleged harassing conduct or any stage of any legal proceeding (administrative or judicial) that is related.

Any Agency employee found to have engaged in harassing conduct in violation of this policy may be subject to disciplinary action, up to and including removal from Federal service. Managers and supervisors, who observe or are notified of any unprofessional behavior that may create an offensive work environment, have a responsibility to take appropriate and effective corrective action immediately to put an end to the harassing conduct.