

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.



Costco Employee Guide 2015 Sexual Harrasment Policy

Beth K Whittenbury

Costco Employee Guide 2015 Sexual Harrasment Policy:

Masculinity at Work Ann C. McGinley,2016-05-31 This book explains how masculinity defeats equal rights for both men and women in the workplace and to encourage the public lawyers and the courts to do something about it Although Title VII of the Civil Rights Act of 1964 protects both men and women from sex discrimination at work the courts do not always know illegal discrimination when they see it In fact because it is considered normal masculinity is often invisible to the naked eye

Author **Management Fundamentals , The Manager's Pocket Guide to Preventing Sexual Harassment** Terry Fitzwater,1998 Learn how to protect your employees as well as your company from sexual harassment The Manager s Pocket Guide to Preventing Sexual Harassment approaches the issue globally from creating policy statements on sexual harassment and conducting employee audits to determine vulnerabilities and appropriate cures to the five A s of understanding to handling and dealing with stereotypes and biases The pocket guide also covers the investigation process and how to properly document incidents it also includes exercises to instill ownership and facilitate understanding among employees to generate commitment to harassment prevention **The 9 to 5 Guide to Combating Sexual Harassment** Ellen Bravo,Ellen

Cassedy,1992-06-05 Addresses the latest thinking about what constitutes sexual harassment Outlines the laws their history and how to use them Describes the effects of this issue and offers recommendations for the future Enables those being harassed to take action against the abuse obtain support from others help institute a strong workplace policy and file a formal complaint Also helps managers and union leaders prevent harassment and deal with it effectively should it occur A significant amount of actual harassment experiences appear throughout and assist in shaping the advice presented **The Student's Guide to Preventing Sexual Harassment in the Workplace** Beth K Whittenbury,2013-02-25 Find out how to protect yourself from liability for sexual harassment claims and what steps organizations as well as managers should take to prevent sexual harassment in the workplace Amazon com viewed May 19 2020

The Essential Guide to Handling Workplace Harassment & Discrimination Deborah C. England,2021-09-28 Keep harassment and discrimination out of your workplace Discrimination and harassment can poison the work environment prevent employees from succeeding undermine company diversity efforts and even lead to costly investigations and lawsuits But it doesn t have to be that way Armed with the information and strategies in this book you can protect your employees and your company from illegal harassment and discrimination This book explains how to prevent harassment and discrimination and quickly and effectively handle any incidents that arise You ll learn how to recognize harassment and discrimination develop an effective policy against discrimination and harassment train employees and managers conduct a fair and thorough investigation document your company s response take action against wrongdoers respond to agency complaints investigations and even lawsuits Filled with real world cases answers to common questions and tools you can use immediately in your company The Essential Guide to Handling Workplace Harassment Discrimination is your go to guide for preventing and managing harassment and

discrimination claims **Sexual Harassment** Kathleen Kapusta,2018-08-10 Sexual Harassment A Guide to a Harassment Free Workplace can have an immediate and significantly positive impact on the ways in which your organization manages the issue of sexual harassment Every chapter of this powerful resource can affect the way you handle and preempt the possibility of sexual harassment in your organization Here are just a few of the key topics covered in this leading resource that are often overlooked or even unknown to those setting an organization's policies The hidden costs of harassment How top executives set the tone The serious extent of the risk Personal liability Why hasn't sexual harassment training worked Who to train and when to train How to properly investigate harassment How to handle the reluctant employee Who should investigate Determining credibility Understanding and avoiding defamation Protecting the accuser and the accused during the investigation And much more Sexual harassment may expose employers to automatic liability under certain circumstances and regardless of legal liability the negative publicity high cost of turnover lowered employee morale and the potential expenses associated with lawsuits are just some of the devastating effects sexual harassment can have on the workplace Every organization's best defense is a proper offense and Sexual Harassment A Guide to a Harassment Free Workplace is the absolutely necessary starting point Sexual Harassment on the Job ,1983 **A Supervisor's Guide to Preventing**

Sexual Harassment Greg A. Naylor,1996 **Sexual Harassment** Tracy O'Shea,Jane LaLonde,1998-08-15 Explains how to file a formal complaint and offers advice on coping with retaliation stress the legal system and career changes **Sexual Harassment** Arjun Prakash Aggarwal,1992 *Prevention of Sexual Harassment at the Workplace* Martha Farrell Foundation,2019-10-04 The definitive guide to everything you wanted to know about sexual harassment at the workplace Prevent sexual harassment Make your organization a safe workplace Be compliant with the law The Sexual Harassment of Women at Workplace Prevention Prohibition and Redressal Act 2013 is the primary legal mechanism to ensure that women are protected against sexual harassment at the workplace Yet how aware are all of us men and women employees and employers of these rights What actions do organizations need to take to adhere to the law What are the consequences for organizations that don't make the compliance cut And how can employers go beyond mere compliance to create a workplace that is safe for all employees The ultimate step by step manual for the prevention prohibition and redressal of sexual harassment at the workplace this book contains A visual A Z manual summarizing definitions types of sexual harassment and timelines for filing and investigating complaints Easy to understand explanations of what constitutes a workplace an employer how hostile work environments get created and the obligations of employees team leads and heads of organizations Detailed key processes from creating organizational policies to constituting anti sexual harassment committees and handling complaints Case studies illustrating roles and responsibilities of committee members for effective unbiased redressal Sample letters reporting formats outlines and draft policies to aid reporting for internal and external compliance This comprehensive handbook is an indispensable resource for all employees organizations and Internal Committee members *Sexual*

Harassment on the Job United States Commission on Civil Rights. Vermont Advisory Committee,1982 **Prevention of Sexual Harassment in the Work Place** ,1985 **Sexual Harassment on the Job** United States Commission on Civil Rights. Massachusetts Advisory Committee,1983 **Draw the Line** Frances Lynch,1995 60% of all women in the workplace have been victims of sexual harassment This book explains in clear language how to establish a sexual harassment free workplace that benefits employees and employers Draw The Line uses sample sexual harassment policy guidelines complaint forms and disciplinary letters to help the owner learn to recognize remarks and actions that are legally actionable **Sexual Harassment on the Job** United States Commission on Civil Rights. New Hampshire Advisory Committee,1982 *The First Line of Defense* Wanda Dobrich,Steven Dranoff,2000-05-18 By the time an employee lodges a sexual harassment complaint it's already too late too late to prevent the abuse too late to do anything but try to punish the offender and compensate the victim and maybe too late to avoid a costly litigation and an even more costly judgment In The First Line of Defense two leading organizational psychologists help companies give their employees the tools skills and training they need to recognize the early warning signs of potential sexual harassment relationships and defuse these situations before any actual harassment occurs In storytelling form the human side of sexual harassment is presented in a way that everyone can understand This enlightening guide breaks the harassment experience down into its component parts and analyzes the rules that underlie sexual harassment relationships identifies the early warning signs of sexual harassment arms potential victims with skills and techniques to deter sexual harassment helps potential harassers change their behavior in ways that will alter the course of the relationship Based on the authors innovative training program recommended to clients by Chubb and Kemper major national sellers of sexual harassment insurance and supported by many insurance brokerage firms including Willis The Risk Practice The First Line of Defense is an unparalleled resource for employers in industry and government who must find ways to protect employees at all levels from the pain humiliation and trauma of sexual harassment

Anti-harassment Policies for the Workplace Canadian Human Rights Commission,2006 **Zero Tolerance** Tony Cornish,1999 New to this edition by The Bureau of National Affairs Inc consulting firm is coverage of the impact of 1998 Supreme Court decisions on employers proactive responsibilities for setting policies investigating the increasing incidence of harassment and prevention training Offered are new approaches statistics a sample policy and BNA services No index Annotation copyrighted by Book News Inc Portland OR

The Enigmatic Realm of **Costco Employee Guide 2015 Sexual Harrasment Policy**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing short of extraordinary. Within the captivating pages of **Costco Employee Guide 2015 Sexual Harrasment Policy** a literary masterpiece penned with a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting affect on the hearts and minds of people who partake in its reading experience.

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