

Harassment Prevention Policy

for: _____

Company Commitment

At _____, we are committed to providing a safe and respectful work environment for all staff and customers. No one may be harassed and no one has the right to harass anyone else, at work or in any situation related to employment with this organization.

This policy is a step toward ensuring that our workplace is a respectful and safe place for all of us, free from harassment.

What is Harassment?

There are two main types of harassment. One type includes inappropriate conduct in any form about a person's:

- _ age, race
- _ creed, religion
- _ sex, sexual orientation
- _ marital status, family status, economic status
- _ political belief, association or activity
- _ disability, size, weight, physical appearance
- _ nationality, ancestry or place of origin

A second main type relates to what is sometimes referred to as “bullying” behavior that may involve:

- _ repeated humiliation or intimidation that adversely affects a worker's psychological or physical well-being
- _ a single instance so serious that it has a lasting, harmful effect on a worker

Harassment may be written, verbal, physical, a gesture or display, or any combination of these. It may happen only once, but often happens repeatedly.

What is not Harassment?

Reasonable, actions by managers or supervisors to help manage, guide or direct workers or the workplace are not harassment. Appropriate employee performance reviews, counselling or discipline by a supervisor or manager is not harassment.

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