

U.S. Department of Veterans Affairs
World Class HARASSMENT PREVENTION & RECOURSE
supporting and helping you!

OUR CULTURE

- VA is committed to a culture rooted in our mission and core values and where everyone treats each other with civility, compassion, and respect.
- VA has **zero-tolerance** for harassing, disruptive, abusive, or violent behavior.
- VA takes reported harassment allegations seriously. We will investigate and take actions as appropriate.
- Everyone should feel welcomed and safe when doing business with VA.

IF HARASSMENT HAPPENS TO YOU or YOU SEE IT First Contact...



VETERANS

Ask VA Employee
 Patient Advocate
 Harassment Prevention Coordinator (HPC)

EMPLOYEES

Manager
 Harassment Prevention Coordinator (HPC)
 Harassment Prevention Team at
 1-888- 56NEW VA (1-888-566-3982), press 3
www.va.gov/ORM/HPP.asp

SEXUAL ASSAULT

VA's On-site Police
 or Dial 911

NON-VA INDIVIDUALS

Ask VA Employee
 VA's On-site Police



PROHIBITED BEHAVIOR

Conduct that is unwelcome, suggestive, or offensive, but not limited to:

HARASSMENT

Conduct that creates an intimidating, hostile, or offensive work environment and becomes a condition of continued employment to reasonable people.

- Bullying
- Threat of assault
- Physical assault
- Intimidation, ridicule
- Jokes, slurs, epithets
- Insults, put-downs
- Objects, images, videos
- Degrading comments or materials about a person's sex, sexual identity, gender identity, transgender status



SEXUAL HARASSMENT

Another form of harassment prohibited by the Harassment Prevention Policy for Federal agencies. Conduct of a sexual nature. Includes physical conduct.

Visual Behavior seen

- Leering/Ogling
- Gestures or expressions
- Objects, images, videos
- Intentional body exposure



Verbal/Written Behavior heard/read

- Catcalls, whistles
- "HEY BABY!"
- Jokes, teasing, flirtations, name calling
- Pressure for sex, sex favors
- Emails, text messages, graphics, notes, internet content



SEXUAL ASSAULT

Intrusive touching, violating, or intimidating. Conduct of a sexual nature.

Physical Behavior felt

- Grabbing, hugging
- Patting
- Stroking
- Pinching
- Intentional brushing up/rubbing against someone



FEDERAL LAW

For **EMPLOYEES!**

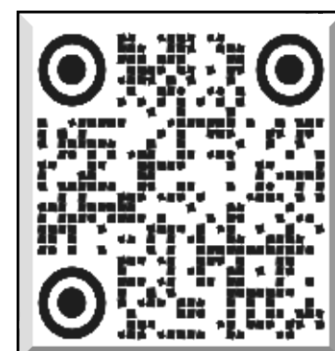
HARASSMENT:

Unlawful and a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, Americans with Disabilities Act of 1990 (ADA), and Age Discrimination in Employment Act of 1967 (ADEA).

Any unwelcome verbal, visual, or physical conduct based on race, color, national origin, religion, age (40 and above), sex (including gender identity, sexual orientation, and pregnancy), disability, genetic information, or reprisal for prior EEO activity.



Harassment Prevention Program (HPP)
 HPP Coordinators (HPCs)
 HPP Policy and Interim Procedures



Text Telephone Relay/
 Telecommunications
 Relay Service (TTY/TRS)

As of July 27, 2020



For more information please visit
<https://www.va.gov>