

U.S. Department of Veterans Affairs World Class HARASSMENT PREVENTION & RECOURSE

OUR CULTURE

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

If you are HARASSED or Witness HARASSMENT Who Do You CONTACT...



If you are a VETERAN

Tell a VA Employee
Contact a Patient Advocate
Call On-site VA Police or
Building Security

If you are an EMPLOYEE

Tell a VA Manager or Supervisor
Contact the Harassment Prevention Coordinator
Call the VA Harassment Prevention Office
1-888-566-3982, press#3

<http://www.va.gov/ORMDI/HPP.asp>

IF SEXUALLY ASSAULTED

Call On-Site VA Police,
Building Security or
Dial 911

If you are a VISITOR

Tell a VA Employee
Call On-site VA Police or
Building Security



PROHIBITED BEHAVIOR DEFINED

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

Sexual contact or behavior that occurs without the consent of the individual.

Physical Behavior felt

- Grabbing, hugging, stroking
- Intentional brushing/rubbing up against someone
- Fondling or unwanted sexual touching
- Attempted rape
- Forced sexual acts



Harassment is against the LAW

FEDERAL EMPLOYEES

HARASSMENT is 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).

Allegations reported to the Harassment Prevention Program do NOT preserve one's rights to file an EEO complaint. The aggrieved has 45 days to contact an ORMDI EEO Counselor to report an alleged harassing event.



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

As of March 2024



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



U.S. Department of Veterans Affairs

Office of Resolution Management, Diversity and Inclusion