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...**

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

**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

**IF SEXUALLY ASSAULTED**
- Call On-Site VA Police, Building Security or Text 911

**If you are a VISITOR**
- Tell a VA Employee
- Call On-site VA Police or Building Security

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

- Verbal/Written
- 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
- 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 Prevention Program (HPP)
HPP Coordinators (HPCs)
HPP Policy and Procedures

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

As of July 2021