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...

VA Employee
Patient Advocate
Harassment Prevention Coordinator (HPC)

VETERANS

SEXUAL ASSAULT

VA’s On-site Police
or Dial 911

EMPLOYEES

NON-VA INDIVIDUALS

Ask VA Employee
VA’s On-site Police

Ask VA Employee
VA’s On-site Police

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

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 ASSAULT

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

Physical
Behavior felt
- Grabbing, hugging
- Pinching
- Intentional brushing up/rubbing against someone

FEDERAL LAW

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

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

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

As of July 27, 2020