

The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, National VA Council (NVAC) concerning Circular 10-91- "VHA (Veterans Health Administration) Policy for Prevention of Sexual Harassment."

1. VHA officials at the field and Central Office levels are responsible for taking appropriate action on allegations of sexual harassment, and implementing corrective action where allegations are substantiated. Appropriate action may include the harasser being reassigned to a new worksite.

2. The agency will not condone or support reprisal against employees as a result of filing a sexual harassment complaint, or as a result of alleging sexual harassment.

3. Local management shall meet its labor management obligations at the local level prior to the implementation of this policy.

4. Managers will be advised of their responsibilities annually.

5. The facility personnel officer, upon receipt, will provide a copy of this agreement to the local union president.

6. VHA Policy for Prevention of Sexual Harassment Circular shall be included in the new employee orientation package for bargaining unit employees.


7. VHA will annually evaluate, modify as appropriate, and re-issue their policy statement on sexual harassment.

8. Supervisors will meet with their employees and address the subject of sexual harassment as a means of training employees annually.

9. Add to next to last sentence in paragraph 4. ACTION: "... or the negotiated grievance procedure."



For Management



For NVAC

11-12-92
Date

RECEIVED ON SEP 23, 1991
NATIONAL VA COUNCIL 