



Federal Communications Commission
Washington, D.C. 20554

October 7, 2011

SUBJECT: Policy Statement on the Prevention of Sexual Harassment

The Federal Communications Commission's policy is to maintain a working environment that is free from any form of harassment related to a person's sex, race, color, religion, national origin, sexual orientation, or mental or physical disability. This policy prohibits sexual harassment of employees because it, like other forms of harassment, interferes with a productive working environment, interjects irrelevant considerations into personnel decisions, and generally demeans the victims of harassment. Employees must feel free to report such conduct without fear of retaliation.

Sexual harassment is a violation of Title VII of the 1964 Civil Rights Act and occurs when employment decisions affecting an employee, such as hiring, firing, promotions, awards, transfers or disciplinary actions, result from submission to or rejection of unwelcome sexual conduct. Sexual harassment can also be any activity that creates an intimidating, hostile or offensive work environment for members of one sex, whether such activity is carried out by a supervisor or by a co-worker. This could include such workplace conduct as displaying "pin-up" calendars, making sexually oriented jokes or sexually offensive remarks, engaging in unwanted sexual teasing, or subjecting another employee to pressure for dates, sexual advances, or unwelcome touching.

Any employee found to have engaged in sexual harassment in violation of this policy is subject to disciplinary action. The offending individual, however, may not necessarily be an employee, but may be a contractor or other non-employee. Supervisors or managers who observe unprofessional behavior that may create an environment offensive to any staff member have a responsibility to take appropriate, effective, and affirmative steps to prevent such behavior from recurring. Any supervisor or manager who condones or fails to act promptly to correct inappropriate sexual conduct brought to his or her attention will be subject to disciplinary action. Employees found to have engaged in harassment or discrimination will be subjected to disciplinary action, up to and including removal.

It is the intent of the FCC to prevent sexual harassment. Therefore, any employee who feels he or she is being sexually harassed, even if such conduct is not severe or pervasive, should immediately contact any supervisor or the Office of Workplace Diversity (OWD). Confidentiality will be maintained to the maximum extent possible to protect the privacy of the parties involved.

Julius Genachowski
Chairman