

U. S. Department Of Energy
**STRATEGIC PETROLEUM RESERVE
PROJECT MANAGEMENT OFFICE**
New Orleans, La.

POLICY

SPRPMO P 311.1A

APPROVED: 02/19/08

SUBJECT: HARASSMENT POLICY FOR THE STRATEGIC PETROLEUM RESERVE
PROJECT MANAGEMENT OFFICE

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1. PURPOSE AND SCOPE. To communicate the Strategic Petroleum Reserve Project Management Office (SPRPMO) policy on the prevention of harassment in the workplace.
 2. CANCELLATION. This Policy cancels SPRPMO P 311.1, Harassment Policy for the Strategic Petroleum Reserve Project Management Office, dated 03-08-01.
 3. POLICY. Harassment on the basis of race, color, religion, gender, national origin, age, disability, or sexual orientation will not be tolerated at the SPRPMO.

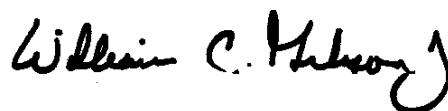
Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, color, religion, gender, national origin, age, disability, or sexual orientation or that of his/her associates, and that:

- a. Has the purpose or effect of creating an intimidating, hostile, or offensive work environment;
- b. Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- c. Otherwise adversely affects an individual's employment opportunities.

Harassing conduct includes:

- a. Epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to race, color, religion, gender, national origin, age, disability, or sexual orientation; and
- b. Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of race, color, religion, gender, national origin, age, disability, or sexual orientation that is placed on walls, bulletin boards, or elsewhere on the premises or circulated in the workplace.

Let us work together to foster a positive work environment by assuring we follow this policy every day.



William C. Gibson, Jr.
Project Manager
Strategic Petroleum Reserve

DISTRIBUTION: All SPRPMO Employees

INITIATED BY: Diversity Programs Manager