

2011 SEXUAL HARASSMENT POLICY STATEMENT

It is the policy of the Broadcasting Board of Governors (BBG or Agency) to ensure a work environment free of any form of harassment or intimidation. This policy includes sexual harassment, a form of sex discrimination that violates *Title VII of the Civil Rights Act of 1964, as amended*.

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to or rejection of such conduct by an individual is made either explicit or implicitly as a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting an individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Managers and supervisors will be held responsible for ensuring that the workplace is free from sexual harassment and that appropriate action is taken when allegations of violations of this policy are brought to their attention. The Agency will not tolerate any retaliation against an individual who presents a harassment complaint or who provides any information related to such a complaint.

Any Agency 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 non-employee. Supervisors and managers who observe or are informed of any unprofessional behavior that may create a work environment offensive to any staff member have a responsibility to take appropriate, effective and immediate steps to prevent such behavior from recurring.

It is the intent of the agency to prevent sexual harassment and to take appropriate action before it rises to the level of a violation of Federal law. Therefore, any employee who believes he or she is being sexually harassed, even if such conduct is not severe or pervasive, should immediately contact a supervisor/manager, an EEO Counselor, or a member of the Office of Civil Rights. The Agency will take appropriate steps to address these matters expeditiously.

The Agency wants to ensure all employees that sexual harassment is unacceptable conduct and will not be tolerated or condoned at any level of the organization.



Walter Isaacson
Chairman
Broadcasting Board of Governors

January 31, 2011

Date