



PEACE CORPS POLICY ON THE PREVENTION AND ELIMINATION OF HARASSMENT IN THE WORKPLACE

The Peace Corps is committed to maintaining high standards of conduct in the workplace and providing all employees, Volunteers, and Trainees a work environment that is free from harassment. This includes sexual harassment, as well as harassment based on the protected categories of race, color, religion, sex, national origin, age (over 40), disability, sexual orientation, gender identity, gender expression, marital status, parental status, political affiliation, union membership, genetic information, or history of participation in either the EEO process or grievance procedure. Examples of offensive conduct include, but are not limited to:

- Offensive verbal conduct such as obscene language, epithets, suggestive statements or innuendo, or derogatory comments that relate to one of the protected categories
- Unwelcome physical conduct, such as touching or gestures
- Creating or displaying offensive graphic materials in the work place that relate to one of the protected categories
- Retaliating against a staff member, Trainee or Volunteer for his or her opposition to discrimination or participation in the discrimination complaint process
- Making submission of offensive conduct, either explicitly or implicitly, a term or condition of a staff member's employment or a Volunteer or Trainee's service
- Using submission to or rejection of offensive conduct by an individual as the basis for tangible decisions affecting a staff member's employment or a Volunteer or Trainee's service
- Engaging in offensive conduct that unreasonably interferes or is intended to interfere with a staff member's or Volunteer or Trainee's performance or creates an intimidating, hostile or offensive environment

Harassment at the agency will not be tolerated and will result in a thorough, prompt, and impartial investigation to resolve the claim. Please notify your supervisor or the Office of Civil Rights and Diversity (OCD) if you feel you are being harassed.

To file a claim of discrimination or harassment through the EEO complaint process, you must contact the OCD within 45 days of the incident if you are an employee or within 60 days of the incident if you are a trainee or Volunteer. All complaints filed will be kept confidential by the agency to the extent possible. To report discrimination or harassment, to seek guidance or counseling, or to file a claim of discrimination or harassment please contact OCD by phone at 202.692.2139, via e-mail at ocd@peacecorps.gov or by mail at Peace Corps, OCD, 1111 20th Street NW, Washington, DC 20526.

Jody K. Olsen
Director

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Date