

Forms of Harassment:

Hostile Work Environment (HWE)

A hostile / toxic work environment can result from the unwelcome conduct of supervisors, co-workers, customers, contractors, or anyone else you interact with on the job. This unwelcome conduct makes the workplace intimidating, hostile, toxic, or offensive.

Examples of behaviors that may create a hostile environment:

- ◆ Discussing sexual activities
- ◆ Inappropriate touching
- ◆ Commenting on physical attributes
- ◆ Telling off-color jokes concerning race, sex, disability, age, etc.
- ◆ Displaying sexually suggestive or racially insensitive pictures
- ◆ Using crude language
- ◆ Engaging in hostile physical conduct
- ◆ Using indecent gestures
- ◆ Sabotaging the victim's work
- ◆ Sending inappropriate or offensive emails
- ◆ Using demeaning terms



Is bullying harassment?

YES!

Workplace bullying is repeated, abusive behavior that targets a specific employee or group of employees. It involves psychological torment (intimidation, threats, humiliation), verbal abuse and work sabotage.

Bullying is all about control and involves the misuse and abuse of power.

Examples of workplace bullying:

- ◆ Spreading rumors or gossip
- ◆ Shouting, swearing or using offensive or inappropriate language
- ◆ Deliberately isolating someone
- ◆ Underworking an employee to make them feel useless
- ◆ Constant criticism
- ◆ Imposing unrealistic work deadlines
- ◆ Excessive micromanaging



For additional information
on harassment,
Please Contact Fort Campbell EEO:

EEO Officer— Debbie Sutton (270) 798-5113

EEO Specialist— Tonya Elliott (270) 798-2581

EEO Specialist— Silvia Lewis (270) 956-2621



What is Harassment?



*Understanding
harassment is the first
step to ending it.*



USAG Fort Campbell
Equal Employment Opportunity

What is harassment?

Harassment is **unwelcome conduct** that is based on race, color, national origin, sex (including sexual orientation, gender identity, or pregnancy), religion, age (40+), disability, or genetic information.

Harassment **becomes illegal or unlawful** when:

- ◆ It is a condition of continued employment—"This for That" or Quid Pro Quo
- ◆ It creates an intimidating, hostile or abusive work environment



What does harassment look like?

Offensive conduct can include but is not limited to:

- ◆ Written or verbal slurs, graffiti, offensive jokes or derogatory comments
- ◆ Name calling, insults or put-downs
- ◆ Physical assaults or threats
- ◆ Intimidation, ridicule or mockery
- ◆ Cyber-bullying
- ◆ Offensive objects or pictures

Who can be a harasser?

Just as anyone can be a victim of harassment, anyone can be the harasser.

The harasser can be:

- ◆ A supervisor
- ◆ A co-worker
- ◆ A contractor
- ◆ The same sex as the victim



Forms of Harassment:

This for That —Quid pro Quo



Quid pro quo harassment threatens your job, promotion, raise, etc. The fate of your job is based on your acceptance or rejection of unwelcome sexual advances or requests for sexual favors. However, it can also involve religious requests.

"This for That" or "Quid pro Quo" harassment is generally committed by someone who can make or recommend employment decisions (such as termination, demotion or denial of promotion) that affect you.

Examples:

- ◆ Supervisor fires an employee for refusing to be sexually cooperative.
- ◆ Supervisor requires an employee to participate in religious activities as a condition of employment.
- ◆ Supervisor offers a promotion to an employee if he or she sexually cooperates or joins the supervisor's religion.