United States Department of Agriculture

Office of the Chief Economist
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Office of the Chief Economist
Anti-Harassment Policy Statement

The Office of the Chief Economist is committed to a workplace free of any form of harassment and respectful to its employees and customers. All employees are expected to work together to create and maintain a workplace where everyone is treated professionally and with respect. The policy of the Office of the Chief Economist is clear: no form of harassment will be tolerated.

Harassment is defined as unwelcome or offensive treatment, behavior or conduct (including but not limited to verbal, physical, psychological or visual) which demeans, disparages, aggravates, intimidates, or causes humiliation or embarrassment to another person. Offensive conduct may take the form of bullying, inappropriate jokes, slurs, epithets, name calling, physical assaults or threats, intimidation, insults, mockery, the display of offensive objects, pictures, graphic materials, or written or verbal comments that are offensive to or show hostility to a particular group. Sexual harassment is defined as any unwelcome sexual advance, requests for sexual favors or conduct of a sexual nature.

Harassment creates an intimidating, hostile or an offensive workplace. It may also cause unreasonable interference with an individual's work performance or otherwise affect an individual's employment opportunities. Harassment of any kind will not be tolerated in our workplace.

Employees experiencing or witnessing harassment should immediately report the matter to their supervisor, the OCE Civil Rights Director or other member of the OCE management team. Any employee making such a complaint or providing information related to the complaint will be protected from harassment. Any employee making a complaint based on a protected basis should contact an Equal Employment Opportunity counselor within 45 days of the alleged incident. Such complaints include workplace harassment based on race, religion, color, sex (including gender identity and expression), age, national origin, disability, reprisal, sexual orientation, marital, parental or familial status, political beliefs, protected genetic information, or receipt of public assistance. Confidentiality of harassment complaints will be protected to the extent possible.

I expect all managers and supervisors to take prompt action to address any and all complaints of harassment and ensure that no retaliation takes place against any employee making a complaint or providing information about the complaint. This policy should be disseminated to all employees.

Joseph Glauber
Chief Economist

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