

### *Harassment/Discrimination*

Harassment in the work place on the basis of race, color, religion, sex, national origin, age, disability or sexual orientation is not tolerated. Such harassment is against the law.

The Rhode Island Commission for Human Rights and Equal Employment Opportunity Commission (EEOC) Guidelines define “harassment” as follows:

Harassment is verbal and/or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, color, religion, gender, national origin, age, disability or sexual orientation, or that of his or her relatives, friends or associates, and that: (1) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (2) has the purpose or effect of unreasonably interfering with an individual’s work performance; or (3) otherwise adversely affects an individual’s employment opportunities.

Harassing conduct includes, but is not limited to, the following: (1) 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 (2) 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 workplace premises, or in circulation in the work place, including, but not limited to e-mails and similar materials.

Retaliation against an individual for protesting harassment, for filing a charge of discrimination or for testifying or assisting in an investigation of a charge of discrimination is unlawful and strictly prohibited.

Each State agency’s Affirmative Action Plan publication includes policies, practices and complaint procedures instituted to prevent and investigate claims of discrimination and harassment. This Plan is available for review at the respective human resources office.