

3.3 Harassment-Free Workplace

We strive to maintain a respectful, nurturing work environment that encourages everyone to perform at his or her best and that fosters growth. Harassment in any form is strictly prohibited at any PIH workplace. Harassment is defined as unwelcome verbal, non-verbal, or physical conduct that denigrates or shows hostility or aversion toward an individual or group.

Threats, whether verbal, written, or via electronic communication, will not be tolerated at PIH. If a PIH employee or volunteer threatens the person, family, or property of another PIH employee, volunteer, or member of a partner organization, the employee accused of threatening behavior will be investigated and dismissed if the evidence is sufficient. In cases where a credible threat of harm has taken place, legal action will be taken.

Sexual harassment is of particular concern. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal, non-verbal, or physical conduct of a sexual nature when (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment by a supervisory employee; (ii) submission to or rejection of such conduct is used by a supervisory employee as the basis for decisions that affect an individual's employment opportunities in a tangible way; or (iii) such conduct is unwelcome and severe or pervasive enough to create an intimidating, hostile, or offensive work environment for a reasonable individual. Acts that constitute sexual harassment include, but are not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Such acts are often expressions of hostility designed to make another person uncomfortable, or they are an abuse of position or power.

Because the nature of our work often involves interacting with people from a variety of cultural backgrounds, we must be sensitive to the fact that certain behaviors that are acceptable in some cultures are not acceptable in others. Every effort should be made to learn about cultural differences to avoid inadvertently creating an uncomfortable working environment for any member of the PIH family.