



STOP

Workplace Harassment

**Causes Tension
Causes Emotional Distress
Undermines Productivity
Lowers Morale
Increases Employee
Turnover Rates**

**Increases Absenteeism
Inhibits Growth and Creativity
Undermines Professionalism
Undermines Inclusion
Insults Dignity of Employees**

Harassing conduct is any unwelcome conduct, verbal or physical, based on individual's race, color, gender, national origin, religion, age, disability, genetic information, sexual orientation, status as a parent, gender identity, or retaliation when:

- (1) The behavior can reasonably be considered to adversely affect the work environment; or**
- (2) An employment decision affecting the employee is based upon the employee's acceptance or rejection of such conduct.**

Examples of harassment that may adversely affect the work environment include but are not limited to making jokes or remarks or displaying images, pictures, other materials that may unreasonably interfere with work performance and/or create an intimidating, hostile, or offensive work environment **based on an individual's race, color, gender, national origin, religion, age, disability, genetic information, sexual orientation, status as a parent or gender identity.** Examples of harassment based upon an employee's acceptance or rejection of harassing conduct include, but are not limited to, a supervisor coercing an employee into an unwelcome sexual relationship and then rewarding the employee with a promotion, or a supervisor taking disciplinary action or denying a promotion to an employee because he or she rejected sexual advances from the supervisor.

Retaliation against an employee for alleging harassment or participating in a harassment fact-finding is also impermissible.

NASA employees who believe they have been subject of an incident of harassing conduct in violation of NASA Policy must not wait – tell the person that his or her behavior is a problem, report the matter immediately to his or her immediate supervisor, the Center Anti-Harassment Coordinator, or other official as designated by the Center Director.

Should you wish to receive additional information on NASA's Anti-Harassment Procedures, please contact:

**Tim Pierce
Center Anti-Harassment Coordinator
228-688-1630**

Or visit:

**Jo Ann Larson, EEO Manager (technical advisor)
Office of Diversity & Equal Opportunity
Building 1100, Room 11147
Stennis Space Center, MS
228-688-2079**