



Who We Are



ANTI-HARASSMENT POLICY

Describes no-tolerance stance toward harassment and affirms Agency's commitment to eliminate harassment within the Forest Service work environment.

- Defines all types of harassment
- Clearly lists reporting requirements and procedures
- Requires every report be assessed
- Assures accountability



TYPES OF HARASSMENT

Sexual Assault: Any type of sexual contact attempted or completed against an individual's will or when an individual cannot consent because of age, disability, influence of alcohol or drugs, or any other reason preventing the individual from providing consent.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature.

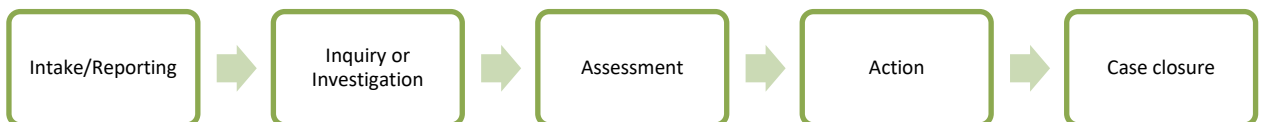
Equal Employment Opportunity (EEO) Related Harassment: Unwelcome intimidation, ridicule, insults, comments, or verbal or physical conduct based on race, color, religion, age (40 or older), disability (physical or mental), national origin, reprisal, sex/gender (whether or not of a sexual nature), sexual orientation, marital status, or parental status.

Other Workplace Harassment/Bullying: Any form of repeated, unwelcome, pervasive, persistent, and unsolicited verbal, non-verbal, written, or physical conduct that is objectively offensive and could alter the individual's terms and conditions of employment.



FIVE-STAGE PROCESS

The Anti-Harassment process consists of five stages.



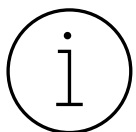
MORE INFORMATION

Anti-Harassment Manual FSM 8100: https://www.fs.usda.gov/im/directives/dughtml/fsm_8000.html

Anti-Harassment Program: <https://fsweb.wo.fs.fed.us/wepo/paa.php#section5HeaderId>

Frequently Asked Questions: <https://fsweb.wo.fs.fed.us/wepo/paa-ahp-faq.php#ahf0>

Anti-Harassment Program Contacts: https://fsweb.wo.fs.fed.us/wepo/assets/AH_PROGRAM_CONTACT_LIST.pdf



Learn more about the Work Environment and Performance Office (WEPO) at
<http://fsweb.wo.fs.fed.us/wepo/>