

AGENCY FOR INTERNATIONAL DEVELOPMENT

POLICY ON

PROHIBITION OF SEXUAL HARASSMENT

The Equal Employment Opportunity Commission defines sexual harassment as deliberate, repeated, unsolicited or unwelcome sexual advances of all types, not simply requests for sexual favors. A person is being harassed sexually when submission to conduct of a sexual nature is made either explicitly or implicitly a term or condition of employment; submission to or rejection of such conduct is used as the basis for employment decisions, promotions, assignments or pay; or when such conduct unreasonably interferes with work performance, or creates an intimidating, hostile, or offensive work environment.

When sexual harassment affects employment decisions or creates an offensive working environment, it is both a violation of Section 703 of Title VII of the Civil Rights Act and the Civil Service Reform Act of 1978. In addition, sexual harassment violates the Code of Conduct and Ethics for Federal Employees.

It is the policy of the Agency for International Development:

- To provide a work environment free of sexual harassment;
- To prohibit all sexual harassment, explicit or implicit;
- To comply with the letter and spirit of all laws and regulations governing sexual harassment, taking corrective action when sexual harassment conduct is alleged or proved; and
- To ensure formal complaint channels for sexual harassment are available to all employees.

Anyone needing information on the prevention of sexual harassment should contact the Office of Equal Opportunity Programs (EOP) on (202) 663-1333.


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