

# Harassment

Facilities Services will not tolerate harassment of any employee by any other employee, regardless of the position the employee holds. Harassment on the basis of race, sex, age, national origin, sexual orientation, disability, religion, veteran status, color, creed, or marital status is a form of discrimination and as such is a violation of state and federal law and/or University of Washington and department policy. Harassment includes verbal or physical conduct designated to threaten, intimidate, coerce or demean, and may impair employees' ability to do their job.

Harassment may take many forms such as:

- Hostile, threatening or intimidating actions, gestures, or physically interfering with normal work or movement;
- Slurs;
- Taunting;
- Verbal abuse or epithets;
- Degrading comments or jokes; and
- Displaying derogatory objects, cartoons, posters, drawings, or pictures.

Sexual harassment is a form of sex discrimination and includes unwanted and unwelcome sexual advances, requests for sexual favors, or any other visual, verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a condition of the individual's employment;
- Submission to, or rejection of, the conduct is used as the basis for an employment decision affecting the harassed employee; or
- The behavior has the purpose or effect of interfering with the employee's work performance, or creating an environment that is intimidating, hostile or offensive.

It is inappropriate and unacceptable for any employee to engage in any remarks, gestures, or conduct that can be considered harassment. Any employee of this organization who is found to have engaged in conduct that constitutes harassment is subject to disciplinary action, up to and including immediate dismissal.

Employees who believe that they have been subject to or have knowledge of harassment, as outlined in this policy, should immediately contact their Supervisor or Director, or the [Facilities Services Human Resources Administrator](#). Employees may also report harassment incidents to other

Facilities Services management or to the unit's [Human Resources Consultant](#).

Also see

[Facilities Services – Hospitable Workplace](#)

[Facilities Services – Employee Complaints](#)

[UW “Policy and Procedure on Workplace Violence”](#)

[UW policy on non-discrimination \(University Handbook, Vol. IV, Part I, Chapter 2\)](#)

[UW “Complaint Resolution Options”](#)

FS/OR  
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