



UNITED STATES GOVERNMENT
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION

Christopher J. Bavasi
Executive Director

OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION

Prevention of Harassment Policy

The Office of Navajo and Hopi Indian Relocation (ONHIR) is committed to maintaining a workforce environment that is free of harassing conduct because of race, color, religion, sex (including pregnancy and gender stereotyping), national origin, age (40 years and older), disability (physical and/or mental), genetic information, and/or retaliation for opposing discrimination or participating in the Equal Employment Opportunity (EEO) process.

Inappropriate behavior becomes illegal harassment when it is unwelcome, severe and altering an individual's working conditions, and based on one or more of the above factors. All personnel must refrain from participating in conduct that offends, intimidates, or interferes with the work performance of others.

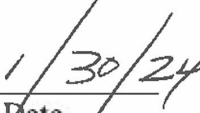
Employees who have experienced harassing conduct are encouraged to immediately notify the party responsible that the conduct is inappropriate, offensive, and unwelcome. Harassing conduct must be reported to an immediate supervisor, the EEO Office, or the Human Resources (HR) Office.

All supervisors and managers must take proactive measures to prevent harassment and ensure individuals are not subjected to reprisal when concerns of harassment is raised. ONHIR has an obligation to conduct a prompt, thorough, and impartial inquiry into harassment matters. If there is evidence of misconduct, immediate and appropriate corrective action, up to and including removal of the harasser, shall be taken.

Unlawful harassment reduces our organization's morale, impacts productivity, and hinders progress toward achieving missions' success. The HR Office is available to advise and provide training to all ONHIR's employees on anti-harassment and other EEO-related matters. The HR Office also provides alternative dispute resolution services for all workplace disputes. For more information, contact the Human Resources Office at 928-779-2721 or tslater@onhir.gov.



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Date