



UNITED STATES GOVERNMENT  
**OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION**

Prevention of Harassment Policy

**Christopher J. Bavasi**  
**Executive Director**

ONHIR is unwavering in its commitment to maintaining a workforce environment that is free of harassing conduct based on race, color, religion, sex, **including pregnancy, childbirth or related medical conditions, 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. **All employees will be free to compete on a fair and level playing field.**

ONHIR upholds the provisions of the **Pregnancy Workers Fairness Act (PWFA)** to ensure employees affected by pregnancy, childbirth, or related medical conditions are entitled to reasonable accommodations in support of their health and well-being while continuing to perform their job duties. All employees will be free to compete on a fair and level playing field.

Inappropriate behavior becomes illegal harassment when it is unwelcome, severe, alters an individual's working conditions, and is 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 experience harassing conduct are encouraged to immediately notify the responsible party 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.

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

Unlawful harassment not only lowers organizational morale, affects productivity, and hinders progress toward achieving mission success, but it also undermines the well-being of our employees. The HR Office is here to support you. We are available to advise and provide training to all ONHIR employees on anti-harassment and other EEO-related matters. We also provide alternative dispute resolution services for all workplace disputes. For more information, contact the Human Resources Office at 928-779-2721 or [tslater@onhir.gov](mailto:tslater@onhir.gov).

Christopher J. Bavasi, Executive Director  
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