

Partnership for ReNEWal (PfR)

Anti-Harassment Policy

It is PfR's policy to provide equal opportunity for all individuals in recruiting, hiring, developing, promoting, compensating, and all other terms and conditions of employment or association with PfR without regard to race, religion, sex, color, age, marital status, gender, sexual orientation, physical or mental disability, veteran status, national origin, or any other characteristic protected by applicable law, and in accordance with applicable laws and jurisdictions.

Prohibited practices include, but are not limited to:

- **Verbal harassment:** Includes slurs, derogatory comments, threats, or intimidating language of an ethnic, racial, religious, or sexual nature.
- **Visual harassment:** Includes derogatory, offensive, threatening, or demeaning written, printed, or electronic materials, gestures, pictures, or physical objects that are displayed, sent to another person, or made available to others to view that are of an offensive, ethnic, racial, religious, or sexual nature.
- **Physical harassment:** Includes unwelcome touching, hazing, or physical interference of a person or a person's property.
- **Sexual harassment:** Includes unwelcome sexual advances, whether or not there is an implied or expressed condition of employment, advancement, or other benefit, or a threat of negative employment action if such demands are rebuffed.
- **Discrimination:** Includes discrimination in employment, such as in hiring, promotions, compensation, work assignments, working hours, and dismissal, based on gender, age, nationality, race, skin color, ethnicity, religion, creed, social status, origin, marital status, sexual orientation, or physical or mental disability, or any other attribute protected by applicable laws and regulations.
- **Physical punishment:** Includes verbal mistreatment and psychological or physical restraint.