



Federal Communications Commission  
Anti-Harassment Policy  
March 1, 2017

**The Federal Communications Commission** seeks to maintain a work environment free from harassment on the basis of race, color, religion, sex (including pregnancy and gender identity), sexual orientation, national origin, age, disability (mental, intellectual, or physical), marital status, parental status, political affiliation, genetic information including family medical history, or any other basis protected by law, such as retaliation, reprisal, and equal pay. Any employee who feels he or she is being or has been harassed, even if such conduct is not severe or pervasive, should immediately contact any supervisor or the Office of Workplace Diversity. To foster and maintain a “Harassment-free” environment, we must consistently demonstrate our strict adherence to these principles by:

- Educating managers and supervisors to take appropriate, effective, and affirmative steps to stop and/or prevent unprofessional behavior that may create an intimidating, offensive, or hostile environment.
- Ensuring that all supervisors, managers, employees, contractors, and vendors doing business with the FCC, and other individuals with whom FCC employees come into contact by virtue of their work with/for the FCC, understand the FCC is a “Harassment-free” zone.
- Ensuring that all supervisors, managers, employees, contractors, and vendors doing business with the FCC, and other individuals with whom FCC employees come into contact by virtue of their work with/for the FCC, understand that harassment can include the following:
  - Unwelcome conduct (physical, verbal, or non-verbal) that has the purpose or effect of unreasonably interfering with an individual’s work performance.
  - Creating an intimidating, offensive, or hostile environment, whether by a supervisor, manager, co-worker, contractor, vendor, or other individuals with whom FCC employees come into contact by virtue of their work with/for the FCC.
  - Epithets, slurs, stereotyping, intimidating acts, or the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status.
  - Acts of physical violence or threats (actual, implied or veiled) of violence.
  - Threatening or provoking remarks or gestures, or offensive or derogatory remarks regarding an applicant’s or an employee’s protected status.
  - Basing employment decisions on the submission to, or rejection of, unwelcome sexual conduct.
  - Retaliating against an applicant or employee for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing alleged discrimination.
  - Displaying images of a sexual nature (in print or electronic form), making sexually oriented jokes or sexually offensive remarks, engaging in unwanted sexual teasing, or subjecting another employee to pressure for dates, sexual advances, or unwelcome touching.
- Understanding that although a single utterance or act, simple teasing, offhand comment, or an isolated incident may not rise to a level that may be actionable under the law, it still has no place at the FCC.
- Disciplining any employee found to have engaged in harassment in violation of this policy.
- Disciplining any supervisor or manager who has knowledge of but fails to act promptly to correct harassment on a prohibited basis.

Thank you for your commitment to fostering a “Harassment-free” zone in our workplace here at the FCC.

A handwritten signature in blue ink that reads "Ajit Pai".

Ajit Pai  
Chairman