



UNITED STATES COMMISSION ON CIVIL RIGHTS

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Office of the  
Staff Director

November 2019

**U.S Commission on Civil Rights Policy Statement on Sexual Harassment in the Workplace**

All Commission employees have a responsibility under the Federal Code of Ethics for maintaining high standards of conduct and ethical behavior. Employee conduct which violates these standards simply cannot be tolerated.

Harassment on the basis of sex is a violation of Section 703 of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000e-2. The Equal Employment Opportunity Commission Guidelines on Discrimination Because of Sex (29 CFR 1604.11) define sexual harassment as deliberate unsolicited and unwelcome verbal comments, gestures, or physical contact of a sexual nature.

An employee who deliberately uses sexually coercive behavior to control, influence, or interfere with work productivity is engaging in sexual harassment. Any employee who engages in such conduct will be subject to appropriate disciplinary action. Supervisors who either condone or fail to act to correct such inappropriate conduct brought to their attention also may be subject to disciplinary action.

It is clear from court decisions that neither the Federal government nor any other employer can tolerate or in any respect condone the existence of a hostile or offensive work environment in which sexual harassment and intimidation are prevalent. The Commission is committed to ensuring that the work environment is free of sexual harassment and other unlawful discriminatory practices.

Employees are encouraged to report any instances of wrongdoing. Such complaints should be directed to one's supervisor (if appropriate), or to the Human Resources Division and/or Director of Equal Employment Opportunity Programs.

A handwritten signature in blue ink that reads "Mauro Morales".

Mauro Morales  
Staff Director

11-25-2019

Date