

## **ANTI-DISCRIMINATION POLICY**

Teamsters Local 817 is committed to providing equal opportunity for all employees, members and users of the hiring system without regard to: age, creed, race, color, sex, sexual orientation, national origin, marital status, disability, military status, domestic violence victim status, criminal or arrest record, or predisposing genetic characteristics, or any other characteristic protected by applicable federal, state, or local law.

### **ANTI-HARASSMENT POLICY**

Teamsters Local 817 is committed to maintaining a working environment free from unlawful harassment. Local 817 will not tolerate harassment of its employees, members, or users of the hiring system by anyone, including any supervisor, manager, co-worker, or visitor, based on any characteristic protected under applicable federal, state, or local laws.

Harassment may include, but is not limited to:

- epithets, slurs, negative stereotyping, jokes, or threatening, intimidating, or hostile acts that relate to an employee's protected characteristic; and
- written or graphic material that denigrates or shows hostility toward an individual or group because of a protected characteristic.

In the event Local 817 determines that this policy has been violated, Local 817 will take appropriate disciplinary action, up to and including termination of the employee, member, or user of the hiring system.

### **ANTI-SEXUAL HARASSMENT POLICY**

Local 817 specifically prohibits sexual harassment. Sexual harassment is defined as sexual advances or requests for sexual favors or other physical or verbal conduct of a sexual nature., when: (1) submission to such conduct is made an explicit or implicit term or condition of

employment; (2) submission to or rejection of the conduct is used as a basis for employment decisions affecting the individual who submits to or rejects such conduct; and/or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. While it is not practical to list all the circumstances that would constitute sexual harassment, the following are examples:

- unwelcome sexual advances, whether they involve physical touching or not;
- requests for sexual favors in exchange for actual or promised job benefits such as favorable performance evaluations, salary increases, promotions, increased benefits, or continued employment; and
- coerced sexual acts.

These circumstances may include, but are not limited to:

- sexual epithets, jokes, and written or oral references to sexual conduct, or gossip regarding employees' sex lives;
- sexually-oriented comments on an individual's body or about an individual's sexual activity, deficiencies, or prowess;
- displaying sexually suggestive objects, pictures, or cartoons;
- leering, whistling, deliberate brushing against the body in a suggestive manner, sexual gestures, or suggestive or insulting comments;
- inquiries into one's sexual experience; and/or
- discussion of one's sexual activities.

In the event Local 817 determines that this policy has been violated, Local 817 will take appropriate disciplinary action, up to and including termination of the employee, member, or user of the hiring system.

### **ANTI-RETALIATION POLICY**

Local 817 forbids any form of retaliation against anyone who, in good faith, reports unlawful discrimination/harassment or who cooperates in an investigation of unlawful discrimination/harassment.

In the event Local 817 determines that this policy has been violated, Local 817 will take appropriate disciplinary action, up to and including termination of the employee, member, or user of the hiring system.

## **REPORTING PROCEDURES**

All employees are responsible for helping to avoid unlawful discrimination, harassment, and retaliation. If an employee, member, or user of the hiring system believes that he or she is a victim of unlawful discrimination, harassment, or retaliation, or has witnessed any form of unlawful discrimination, harassment, or retaliation, that employee should immediately report the incident to Frank Connolly or the Captain, Lead Driver or Gang Boss. Although reports may be made verbally, employees are strongly encouraged to make any reports of unlawful discrimination, harassment, or retaliation in writing to assist in the investigation.

Local 817 will promptly and thoroughly investigate all reports of unlawful discrimination, harassment, or retaliation as discreetly and confidentially as practicable. Local 817's goal is to conduct a thorough investigation, to determine whether unlawful discrimination, harassment, or retaliation occurred, and to determine what action to take.

As set forth in Local 817's Anti-Retaliation Policy, above, employees will not be penalized or retaliated against for any good faith reports of unlawful discrimination, harassment, or retaliation.