



What is PRI's Policy and Procedure on Anti-Discrimination and Harassment?





Overview

PRI will not tolerate harassment or discrimination of any kind.

All employees must avoid offensive and/or inappropriate behavior at work.

All employees are responsible for assuring that the workplace is free from harassment.





What should you do if you experience or observe harassment or discrimination at work?

- If you are comfortable, ask the person to stop
- Report the incident immediately to your supervisor or Human Resources so that PRI may investigate and appropriately address the issue
- Don't wait for something to go on long-term before reporting it
- All unwanted behavior should be reported, regardless of who is doing it
 - Supervisors, leadership members, co-workers, clients, visitors, vendors

Supervisory and managerial employees have an additional obligation to report any allegations of offensive behavior for further investigation.



Reporting and Investigation

- All reports of discrimination and harassment are investigated
 - Human Resources leads the investigation
 - Reports are kept as confidential as possible
 - Some disclosure may be necessary to ensure a complete investigation
 - If needed, PRI may utilize an independent agency
- Corrective action may be taken based on the investigation
- Retaliation or intimidation is forbidden
 - This is cause for discipline that may include termination
- Employees can appeal/grieve any issue, including the handling of discrimination & harassment concerns



Questions? Please reach out to HR.





Sources

- Society for Human Resources
 - www.shrm.org
- The Human Rights Campaign Foundation
 - <https://www.thehrcfoundation.org/professional-resources>
 - <https://www.hrc.org/resources/glossary-of-terms>
- MyPronouns.org – Resources on Personal Pronouns
 - <https://www.myprouns.org/>
- Lexico.com (Oxford English Dictionary)
 - https://www.lexico.com/en/definition/sexual_orientation
- The Equal Employment Opportunity Commission
 - <https://www.eeoc.gov/statistics/charges-alleging-sex-based-harassment-charges-filed-eeoc-fy-2010-fy-2020>
- The American Bar Association
 - https://www.americanbar.org/groups/public_education/resources/law_issues_for_consumers/sexualharassment_quidproquo/#:~:text=What%20is%20quid%20pro%20quo,doesn't%20sleep%20with%20him.
- WorkplaceFairness.org
 - <https://www.workplacefairness.org/religious-discrimination#27>