

BROOKHAVEN SCIENCE ASSOCIATES (BSA) ANTI-HARASSMENT, INCLUDING ANTI-SEXUAL HARASSMENT POLICY

POLICY

Brookhaven Science Associates is committed to providing its employees with a workplace free of threatening, intimidating or harassing conduct, including sexual harassment; an environment for all employees characterized by cooperation and professionalism. BSA strictly prohibits harassment and unlawful conduct. This BSA Policy applies to any act of sexual harassment towards any other employee, supervisor, non-supervisor, vendor, contractor, subcontractor, user, student, or any other guest or visitor.

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, when:

- Submission to such conduct is made a term or condition of an individual's employment.
- Submission to or rejection of such conduct is used as a basis for an employment decision affecting the employee.
- The harassment has the purpose or effect of unreasonably interfering with the employee's work performance or creating an environment that is intimidating, hostile, or offensive to the employee.

Harassment may be overt or subtle and involves conduct that makes someone uncomfortable. Examples of prohibited conduct include but are not limited to:

- Sexual innuendos
- Offensive gender-based comments
- Sexually suggestive comments
- Subtle or explicit demands for sexual favors
- Jokes of a sexual nature
- Sexually suggestive objects or pictures
- Obscene gestures
- Unwanted physical contact of a sexual nature such as pinching or brushing against another's body

Any employee who harasses another in the above or related manner will be subject to disciplinary action up to and including discharge, in the same manner that harassment or discrimination based on race, color, religion, gender, national origin, marital status, citizenship, age, disability, veteran status, sexual orientation, gender identity, gender expression, parental status, or any other characteristic protected by law or executive order, would subject an employee to disciplinary action up to and including discharge.

BSA will not tolerate harassment of this nature on site at BNL by guests or users and reserves the right to prevent site access (including housing), removal from site, and/or cancellation of future site access to BNL. BSA further reserves the right to notify an employer or home institution of such behavior.

RESPONSIBILITY

Within the scope of this policy on employee anti-harassment, it is the responsibility of each manager/supervisor to create and maintain a harassment-free workplace, including sexual harassment. It is also the supervisor's responsibility to promptly bring all matters pertaining to sexual harassment to the attention of the Inclusion and Diversity Manager, Chief Human Resources Officer or Directorate Human Resources Manager (HRM). The Inclusion and Diversity Manager, Chief Human Resources Officer or Directorate Human Resources Manager (HRM) will investigate all sexual harassment complaints and take appropriate corrective measures, which may include disciplinary action.

It is the responsibility of employees to be aware of the appropriateness of their own conduct and behavior, and to respect the rights of others. Employees who believe they have been harassed can, if safe to do so, inform the harassing party verbally or in writing that the behavior is unwelcome and/or objectionable, along with the ability to report the harassment as outlined above.