

Harassment





Anthony Medical and Chiropractic Center has a

ZERO **TOLERANCE**

for any form or harassment!

Definition

Harassment is generally defined as unwelcome verbal or non-verbal conduct that denigrates or shows hostility or aversion toward a person, which affects the person's employment opportunities and/or benefits that has the purpose or effect of unreasonably interfering with the person's work performance, or has the purpose or effect of creating an intimidating, hostile or offensive working environment.

Actions

Harassing conduct includes, but is not limited to: epithets; slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group.



Hostile Work Environment

Sometimes abbreviated as HWE, is a form of sexual harassment. Simply put, hostile work environment harassment makes it so that your work environment and the harassment are inseparable or inescapable.

Hostile work environment harassment refers to the behavior of an individual in a workplace that creates an environment that makes work difficult or uncomfortable for another person.

At Anthony Medical & Chiropractic, we do not tolerate harassment in any form that creates a hostile work environment



SO FETCH



You Going to take
us all on???



Adult Mean 'Girl or Boy' Behavior

In the movie Mean Girls, a group of girls use direct and indirect harassment techniques to harass their targets. The reality is this: these behaviors can be found in both men and women. Typically, “meanies” will use relational aggression such as verbal attacks, gossiping, spreading rumors, name calling, ignoring, and general bullying to demean, intimidate and harass their targets.

Sometimes, others will even join in the attacks. Other times, they remain silent bystander or go along with the bullying. When this happens, it only magnifies the feelings of helplessness and insecurity that victims feel.

Harassment can be expressed in many different ways to an individual, group, or business.

Any form of harassment or perceived harassment must be reported to your immediate supervisor or Human resource



If you witness harassment in any form, the company requires you to report it immediately to a manager or Human Resources.

Sexual Harassment



Sexual Harassment

can be physical, verbal or nonverbal in nature and can cover a wide variety of behavior. It is important to remember that in order for someone's actions to be considered sexual harassment, it must be based on your gender or sex and it must be *unwanted*.



SEXUAL HARASSMENT



Sexual Harassment occurs when someone touches or speaks to you or around you in a way that makes you uncomfortable and is related to sex, a sexual innuendo, or acts of a sexual nature.

- Cat calls or wolf whistles
- Unwanted sexual jokes or teasing
- Unwanted and inappropriate comments about your gender or things related to your gender, including talking about parts of your body or your appearance
- Unwanted questions about your sexual orientation, sexual experience or sexual desires
- Referring to you or someone of your gender in potentially derogatory phrases
- Turning discussions at work to sexual topics
- Telling sexual stories or making innuendos
- Comments about your clothing or anatomy that are of a sexual nature
- Making sounds that imitate sexual actions, including kissing sounds or sounds typically associated with the act of intercourse or orgasm
- Spreading rumors about someone's sex life

HOW TO STOP WORKPLACE HARASSMENT



1) Confront the Harasser

If possible, you should confront your harasser and tell them that you do not like what they are doing and demand they stop.

2) Report the conduct

After confronting their harasser, some workers are content that the issue has been resolved. If you are concerned that it will continue, you should also report the behavior to the company.

3) Report the harassment and document your experiences for the company

You should report and document the harassment you are experiencing, including:

- What was said or done
- The date and time it occurred
- How you responded
- Who was involved
- Who witnessed the incident(s)
- Who you have reported the incident(s) to

Workplace Expectations

At Anthony Medical & Chiropractic, we do not tolerate harassment in any form.

We will immediately investigate any claim of harassment and actions up to termination will be taken if any accusations are found to be any legitimate form of harassment.

Anthony Medical & Chiropractic is a ZERO tolerance employer.

