



Policy Against All Forms of Unlawful or Prohibited Harassment in the Workplace

As an employer, the seminary is committed to providing a work environment that is free of unlawful discrimination, as well as discrimination or harassment prohibited by any of its policies. In keeping with this commitment, the seminary maintains a strict policy prohibiting all forms of unlawful or prohibited harassment in the workplace, including harassment based on race, color, national origin, age, sex, disability, or protected veteran status. Harassment in the workplace, prohibited under this policy, may take many forms, including:

- Visual conduct, such as derogatory posters, cartoons, drawings, or gestures because of the employee's race, color, age, or other characteristics stated above.
- Verbal conduct, such as threats, epithets, derogatory comments, slurs, or unwanted sexual advances, invitations, demands, or comments because of the employee's sex (including pregnancy), disability, or other characteristics stated above.
- Physical conduct, such as assault, blocking normal movement, or interference with work directed at an employee because of the employee's veteran status, national origin, or other characteristics stated above.
- Retaliation for having reported harassment under this policy.

This policy against unlawful or prohibited harassment in the workplace applies to all seminary employees including faculty, administrators/managers, and staff level employees. It also extends to the seminary's agents, as well as to vendors, independent contractors, and others doing business with the seminary. See also [Community Standard: Policy Against Sexual Harassment](#); [Community Standard: Policy Against Unlawful Discrimination](#); [Policy Against Discrimination Based on Race, Color, or National Origin](#); [Policy Against Sexual Misconduct](#); and [Policy Against Retaliation](#).

Procedures A concern that any employee, agent, vendor, independent contractor, or other doing business with the seminary has failed to abide by this Policy Against All Forms of Unlawful or Prohibited Harassment in the Workplace should be reported promptly. Time limits for reporting are noted in the applicable procedures. See [Complaint Resolution Procedures: Sexual Harassment, Unlawful Discrimination, Unlawful Harassment, Sexual Misconduct, Retaliation](#) for information.

Rev. 12/5/2019