



## **Sexual Harassment Policy January 20, 2017**

TIST is committed to providing a working environment free from discrimination, and to prohibit harassment of its employees and applicants, including sexual harassment.

Sexual harassment is defined as any unwelcome or unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature from someone in TIST that creates discomfort and/or interferes with the job.

Conduct constitutes harassment when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions and/or retaliation; or
- Such conduct has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Harassment due to race, religion, sex, sexual harassment, national origin, disability or age status will not be tolerated in TIST. Such conduct is subject to discipline, up to and including termination. Any worker whom believes he or she is a victim of sexual harassment must immediately report any incident to the Leadership Council. TIST will not tolerate retaliation against any worker who complains of sexual harassment or provides information in connection with any such complaint. If you have any questions regarding this policy, please contact the Leadership Council.

According to the preamble of the GhG contract, Member shall abide by each and every law and regulation that applies to their activities. Sexual harassment is against the law and Members that have been found to sexually harass can be removed from TIST. TIST worker that sexually harass can be dismissed.