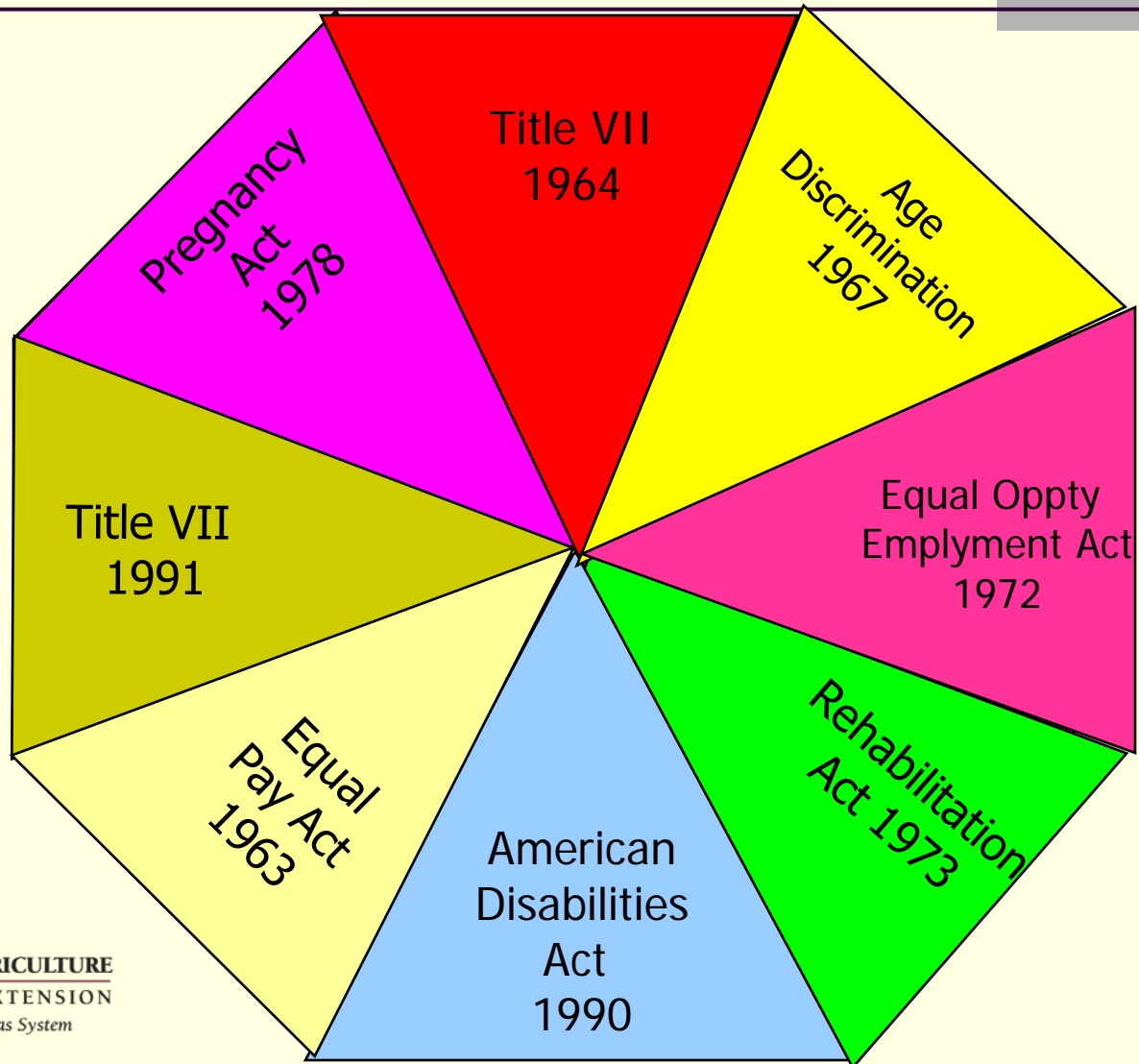


Equal Employment Laws: Discrimination/Harassment



Equal Employment Laws



Discrimination Covers....

- Race
- Color
- Religion
- National Origin
- Age
- Sex
- Disability
- Retaliation
- Pregnancy



Harassment

Harassment:

Any unwelcome or unwanted conduct that puts down or shows hostility or dislike toward someone on the basis of personal characteristics that are protected by law.

- Hostile Environment
- Tangible Employment Action





Why This Matters

- We all have the right to fair treatment at work.
- Harassment harms everyone.
- It undermines the trust and respect necessary for a productive work environment.



Hostile Environment

**Conduct Based on EEO Status that
Unreasonably Interferes with an
Employee's Work Performance or
Creates a Work Atmosphere that is
Intimidating, Hostile or Offensive.**



Hostile Environment

Examples:

- Slurs
- Comments
- Jokes
- Innuendos
- Ridicule
- Mockery
- Slang Expressions
- Stereotyping or making judgments about the abilities of a person

Is this Harassment?

- Two White co-workers tell each other off-color jokes about African-Americans in the office.
- If a White co-worker hears the jokes and finds the jokes offensive, is it harassment?





Is this Harassment?

- “You are really pretty for a black girl.”
- “What is it like to always have your head and hair covered?”
- “Women from the Philippines are better at that than Canadian women.”
- “Native people are so good at crafts.”

Extension Policy

- It is the policy of the University of Arkansas Division of Agriculture to protect all employees and prospective employees from discrimination on the basis of race, color, sex, gender identity, sexual orientation, national origin, religion, gender, age, disability, marital or veteran status, genetic information, or any other legally protected status.

Extension Policy cont.

- The University of Arkansas Division of Agriculture WILL NOT TOLERATE any form of harassment based on race, color, sex, gender identity, sexual orientation, national origin, religion, gender, age, disability, marital or veteran status, genetic information, or any other legally protected status.



What should an employee do?

- Employees are encouraged to inform the harasser directly that the conduct is unwelcome and must stop.
- Employees should also report harassment to management at an early stage to prevent its escalation.
- Utilize the Division & CES Complaint Policies

How to Make Sure Your Conduct is Appropriate in the Workplace

- Avoid behavior that demeans, degrades, abuses or shows disrespect to any individual.
- Recognize that the same remarks or gestures that seem acceptable to some people may be embarrassing or offensive to or unwanted by others.
- Consider how you would react if the same behavior were directed toward your spouse or family member.
- Ask yourself whether you would act the same way in front of your spouse, significant other, pastor, or child.
- Ask yourself how you would feel if your behavior were captured on video, reported in a newspaper, or featured on the nightly news.