




U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
THE SECRETARY
WASHINGTON, DC 20410-0001

JUL 19 2018

MEMORANDUM FOR: All HUD Employees
FROM: Benjamin S. Carson Sr. 
SUBJECT: Anti-Harassment Policy Statement

As Secretary of the U.S. Department of Housing and Urban Development, I am reaffirming my commitment to ensuring that HUD continues to promote an organizational culture free from all forms of harassing behavior and misconduct, including sexual harassment, and that reflects the leadership's values of promoting fairness and respect, dignity, and civility in the workplace. All HUD employees, contractors, external stakeholders, and anyone performing official work for the Department must fully support this policy and refrain from engaging in harassing behaviors and misconduct in the workplace.

The Department has a zero-tolerance standard in addressing and eliminating all forms of harassing behavior and misconduct and/or discrimination. This policy also provides protection from retaliation against any employee for making a good faith report of workplace harassment under this or any other policy or procedure, and/or for assisting with an investigation or fact-finding inquiry into such allegation of harassment. In addition, anti-discrimination laws prohibit workplace harassment against individuals in retaliation for filing an equal employment opportunity complaint of discrimination, testifying or participating in any way during an investigation or proceeding, and/or a lawsuit under these laws, or opposing employment practices that they reasonably believe discriminate against individuals in violation of these laws.

Workplace harassment is defined as any unwelcome or offensive treatment or conduct (verbal, physical, psychological, or visual) that a reasonable person would find intimidating, hostile, or abusive and that unreasonably interferes with and is detrimental to an employee's work performance, professional advancement, and mental and physical health, causes economic harm, and/or creates an intimidating, hostile, and offensive work environment. Harassing behavior and misconduct on the bases of race, color, religion, sex (including sexual orientation, gender identity and expressions, and pregnancy), national origin, age, disability, marital status, parental status, veteran status, genetic information and/or reprisal is prohibited. It is illegal to harass an applicant or employee because the person has a disability, had a disability in the past, or is believed to have a physical or mental impairment that is not transitory and minor. Prohibited harassing behavior and misconduct includes, but is not limited to, offensive jokes, slurs, epithets or name calling, undue attention, physical assaults or threats, unwelcome touching or contact, intimidation, bullying, ridicule or mockery, insults or put-downs, constant or unwelcome questions about an individual's identity, mistreatment on social media, and offensive objects or pictures.