



ON-AND OFF-DUTY HARASSMENT

RPM's Values & Expectations of 168 prohibit harassment at work and also outside of work when the conduct relates to the workplace.

For example:

- A coworker makes inappropriate comments about your body at a holiday party after hours.
- A coworker makes off-color jokes about a coworker's religion during a trade show off-site.
- A customer or supplier touches you without permission during a site visit.
- A remote worker repeatedly receives unwelcome invites for dates from their supervisor during one-to-one calls.

Our policies apply to the virtual work environment. Online harassment is against company policy.

For example:

- A coworker direct messages a disabled coworker on Instagram and pressures them to switch lines because they are "slow and holding up production" due to their disability.
- A supervisor sends offensive pictures via email to an employee.



REPORT - Report any incidents to a supervisor, HR, Legal, Compliance or the Hotline.

To help keep you on the right road to compliant and ethical decision making, please reach out to your leadership or us at:
compliance@rpminc.com.



We are RPM and our success depends on each of us following the right route and embracing our Value of 168® to make the right decisions.