

# HARASSMENT & BULLYING ARE NEVER OKAY



## WHAT IS WORKPLACE HARASSMENT?

Workplace Harassment is unwelcome conduct, in the eyes of the recipient, based on:

- Race
- Color
- National Origin
- Religion
- Age
- Sex (including pregnancy, sexual orientation or gender identity)
- Disability, or
- Genetic Information

that either becomes a condition of employment or that is severe or happens often enough for it to be intimidating, hostile or abusive.

## BE AWARE - Recognize behaviours that contribute to Workplace Harassment

### Verbal

- Threats and slurs;
- Yelling, name calling, swearing or vulgarity;
- Cruel comments or mockery;
- Personal or offensive jokes

### Visual

- Insulting, rude, or threatening texts, social media posts or drawings;
- Offensive gestures

### Physical

- Assault or unwanted touching;
- Threatening, aggressive or violent behavior;
- Unwelcome sexual advances or propositions;
- Intentional isolation or purposely excluding co-workers



## WHAT IS BULLYING?

Bullying is more than just unfriendly or rude behavior.

Bullies threaten, intimidate or humiliate others by repeatedly:

- Spreading rumors or gossip;
- Singling someone out for constant unfounded criticism;
- Yelling, swearing, or using insults;
- Undermining others' work performance;
- Pestering or harassing; or
- Giving wrong information on purpose.

Just like harassment that occurs in the workplace, online harassment is against company policy. Online harassment does not have to occur on company property or company time to violate company policy.



If you believe that you or someone you work with has been the subject of Workplace Harassment or Bullying, please raise it to whomever you feel comfortable, whether it be a supervisor, another member of management, Human Resources, Legal or Compliance, or RPM's hotline

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.

CONTACT US: COMPLIANCE@RPMINC.COM

