Sexual Harassment Policy

It is the policy of Network Staffing Resources, Inc. to provide an environment free from sexual and sex-based harassment. It is against the policy of NSR for any employee, whether a manager, supervisor, or co-worker, to sexually harass another employee. Sexual harassment or sex-based harassment occurs when unwelcome conduct of a sexual nature becomes a condition of an employee's continued employment, affects other employment decisions regarding the employee, or creates an intimidating, hostile, or offensive working environment.

Sexual and sex-based harassment may include:

Requests for sexual favors;

Unwanted physical contact, including touching, pinching, or brushing the body;

Verbal harassment, such as sexual innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, and threats;

Non-verbal conduct, such as display of sexually suggestive objects or pictures, leering, whistling, or obscene gestures; and

Acts of physical aggression, intimidation, hostility, threats, or unequal treatment based on sex (even if not sexual in nature).

Any employee who believes he or she has been sexually harassed should report the conduct immediately to his or her supervisor or, if that individual is responsible for the harassment, to the human resources department. The employee always has the option of reporting the conduct directly to the human resources department if he or she prefers.

A thorough and impartial investigation of all complaints will be conducted in a timely and confidential manner. Any employee of NSR who has been found, after appropriate investigation, to have sexually harassed another employee will be subject to disciplinary action up to and including discharge.