



ASSURANT®

WHAT IS DISCRIMINATION?

Discrimination is any negative or unfair treatment based on personal characteristics rather than job performance, skills or merit.



WHAT IS HARASSMENT?

Harassment is unwelcome conduct from another whose actions, communication or behavior mocks, demeans, disparages, or ridicules an employee. Harassment can be sexual as well.



HARASSMENT IS

engaging in or tolerating offensive behavior, unwanted action or communication that is severe and pervasive enough to create an intimidating, hostile or abusive work environment



EXAMPLES OF DISCRIMINATION AND HARASSMENT

Denying someone a promotion because of gender

- Using offensive nicknames
- Telling racist or sexist “jokes”
- Sending improper emails
- Making unwanted sexual advances
- Subjecting someone to material with sexual content

Excluding someone from meetings, decisions or activities because of their sexual orientation or educational background

YOU CAN TAKE ACTION FIND WAYS TO CHANGE YOUR OWN BEHAVIOR

Encourage others to acknowledge and change their behavior.

Report any discriminatory or harassing behavior to a supervisor, higher-level manager, the People Organization or the Ethics Office.

