



SLSDC POLICY STATEMENT ON THE PREVENTION OF HARASSMENT

The Saint Lawrence Seaway Development Corporation (SLSDC) is committed to zero tolerance for harassment on the basis of race, sex (gender, pregnancy, sexual harassment, sexual orientation, or gender identity), national origin, religion, age (40 and over), disability (mental or physical), equal pay/compensation, genetic information, or retaliation. Harassment in this context is defined as conduct that is so offensive as to create a work environment that a reasonable person would consider intimidating, hostile, or offensive. As Deputy Administrator, I am committed to our long-standing policy that harassment will not be tolerated and must not occur.

I expect each employee to join me in ensuring a harassment-free workplace by engaging in conduct that is consistent with this policy of zero tolerance for harassment and thus, call upon all SLSDC employees to monitor their own conduct in the workplace and to act in conformance with applicable law and agency policy.

In addition, I expect all employees to treat harassment as a very serious matter and work toward eliminating this type of behavior from the work place. Any employee who has engaged in unlawful harassment will be subject to appropriate corrective/disciplinary action.

Employees, contractors and applicants for employment who believe they have been victims of any form of harassment may, without fear of retaliation, contact the Office of Civil Rights (OCR), the Office of Human Resources (OHR), or their local union representatives for assistance. I also encourage employees to inform your supervisor immediately to attempt a speedy resolution to the situation.

Any executive or manager who becomes aware of harassing conduct must take immediate and appropriate action to stop the conduct and to prevent it from reoccurring. All managers and supervisors should be clear that I will not tolerate any form of harassment and they must act to prevent this type of conduct.

Please do your part to prevent and eliminate discrimination and harassment at SLSDC by modeling professional behavior in the workplace. All SLSDC employees are required to attend and complete annual training to enhance their knowledge to fulfill this responsibility.

For additional information, please contact the SLSDC Office of Civil Rights or visit: <http://www.dotcr.ost.dot.gov/>.


Craig H. Middlebrook
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