



Sexual Harassment Policy

All employees of the Office of Thrift Supervision have a responsibility to maintain high standards of honesty, integrity, impartiality, and conduct to assure proper performance of our mission and maintenance of the public trust. Sexual harassment violates these standards and is prohibited under Title VII of the Civil Rights Act of 1964, as amended. Acts of sexual harassment will not be condoned or tolerated in OTS. OTS will promptly investigate any complaint of harassment and take appropriate disciplinary action where harassment is found to have occurred.

29 CFR 1604.11 defines sexual harassment as “Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature ... when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with the individual’s work performance or creating an intimidating, hostile or offensive working environment.”

OTS’s policy applies to all employees and covers harassment between supervisors and subordinates, between employees, by employees conducting business for the Agency outside the workplace, and non-employees while conducting business in the Agency’s workplace.

Sexual harassment is demeaning, it undermines the integrity of the employment relationship, debilitates morale, and interferes with the productivity of an organization. It is the responsibility of every supervisor and manager to ensure that any instance of sexual harassment receives appropriate corrective action in a fair and effective manner.

Any questions concerning the issue of sexual harassment may be directed to Cheryl Wright, Manager, Office of Equality & Workplace Principles, at 202-906-6477. For your convenience, you may review the Department of the Treasury’s brochure on sexual harassment at www.treas.gov/offices/management/hr/oeod/pdf/sexharassment_brochure.pdf.

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Director