



# US Forest Service International Programs Anti-Harassment Policy

International Programs upholds the Forest Service commitment to create and maintain a work environment in which all people are treated with dignity, fairness, and respect, and where all are free from any type of harassment, intimidation, or bullying. This commitment extends to all Forest Service employees, contractors, partners, participants in any of our programs, and anyone who does business with us.

Whether in the workplace or not, whether on duty or off duty, and whether or not another employee witnesses it, the USFS does not tolerate:

1. Sexual harassment or sex discrimination.
2. Inappropriate language, visual display or behavior which intimidates, abuses, offends, or creates a hostile work environment. This prohibition includes any form of language, visual display or behavior which discriminates on the basis of race, color, religion, age, disability, national origin, sex, gender identity, sexual orientation, genetic information, marital, and /or parental status.
3. The use of Government issued and/or provided electronic devices to harass, demean, or degrade another. This prohibition includes the viewing, downloading, storage, or distribution of pornography or hate speech.
4. Retaliation against any employee for reporting matters under this policy, or for assisting in an inquiry related to such a report.

We will hold any employee, contractor, partner, or program participant who engages in harassing, intimidating or bullying behavior accountable. We encourage anyone who experiences or witnesses questionable behavior which may be considered harassment, intimidation or bullying to discuss the behavior with an International Programs management official or a Forest Service management official. Alternatively, call the USFS Harassment Reporting Center toll free at (844) 815-8943 to make an official report. For more information, read [the full US Forest Service Anti-Harassment Policy](#).

