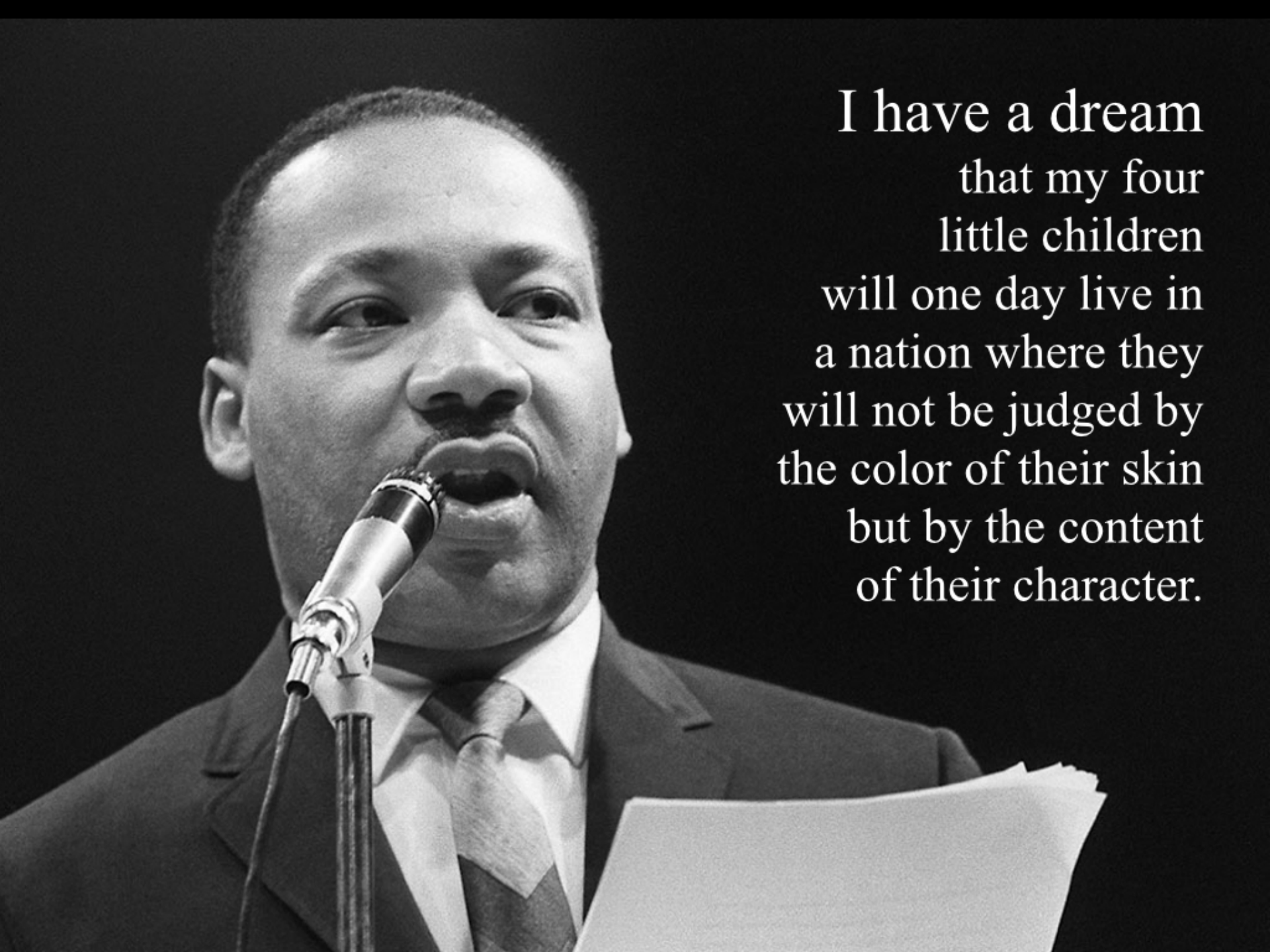


Effective
anti-harassment policies
must also prohibit
retaliation

Vince Cronin, IAPG



I have a dream
that my four
little children
will one day live in
a nation where they
will not be judged by
the color of their skin
but by the content
of their character.

Intrinsic attributes over which you had no control

age

Intrinsic attributes over which you had no control

disability

age

Intrinsic attributes over which you had no control

disability

age

genetic information

Intrinsic attributes over which you had no control

disability

race

age

genetic information

Intrinsic attributes over which you had no control

disability

race

age

skin color

genetic information

Intrinsic attributes over which you had no control

sexual identity

disability

race

age

skin color

genetic information

sexual orientation

Intrinsic attributes over which you had no control

sexual identity

gender orientation

disability

race

age

skin color

genetic information

gender identity

sexual orientation

Intrinsic attributes over which you had no control

sexual identity

gender orientation

disability

race

age

skin color

national origin

genetic information

gender identity

sexual orientation

Intrinsic attributes over which you had no control

sexual identity

gender orientation

disability

race

age

skin color

national origin

ancestry

genetic information

gender identity

sexual orientation

Intrinsic attributes over which you had no control

Harassment
is a form of
discrimination.

Employers are liable for
harassment discrimination
by supervisors (and
sometimes by others)

US federal law prohibits retaliation for reporting or opposing discrimination.

Retaliation suppresses reporting of harassment, discrimination, and other misconduct.

Retaliation should be
acknowledged as a
form of misconduct.

retaliation is
harassment is
discrimination
is *wrong*

It is very simple.

When you see
something that
is *not right*,
something that
is *not fair*,
something that
is *not just*,
you have a moral
obligation
to *say something*,
to *do something*.

*You cannot
be quiet.*



Congressman John Lewis

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