



LISA BOVA-HIATT
INTERIM CHIEF EXECUTIVE OFFICER

SEXUAL HARASSMENT POLICY STATEMENT

The New York City Housing Authority (NYCHA) is committed to providing all prospective and current employees with work environments free of discrimination, retaliation, and sexual harassment.

Sexual harassment is a form of discrimination prohibited by federal, state, and city laws. Generally, government guidelines describe sexual harassment as (1) unwelcome sexual advances, (2) requests for sexual favors, and (3) other verbal or physical conduct of a sexual nature, when the submission to or rejection of this conduct affects an individual's employment, or the conduct unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual harassment may include the following behaviors and a single incident alone may be a violation of this policy:

- Unwelcome verbal or physical advances, flirting, or repeated requests for a date;
- Distribution or display of visual material such as posters, calendars, graffiti, objects, or reading materials that are sexually demeaning or pornographic;
- Sexual displays on workplace computers or cell phones and/or sharing such displays through e-mail communications, text messages, or communications through social media;
- Commentary about an individual's body that is sexual in nature or sexually suggestive;
- Leering, whistling, touching, pinching, or other suggestive insulting or obscene comments or gestures, jokes, or pranks that are sexual in nature or sexually suggestive;
- Physical acts of a sexual nature, such as touching, pinching, kissing, or rubbing against, and other more serious offenses, such as rape, sexual battery, molestation, or attempts to commit these acts;
- Propositioning another for a sexual relationship or favors in exchange for a job benefit or better working terms and conditions;
- Threatening adverse working conditions (such as demotions, shift alterations, or work location changes) or denial of opportunities if a sexual relationship or favor is refused;
- Using pressure, threats, or physical acts to force a sexual relationship.

These behaviors are prohibited in the workplace and at any location that can be reasonably regarded as an extension of the workplace, including but not limited to any field location, off-site location, training facility, or other NYCHA sponsored event or party.

NYCHA's policy protects all prospective and current employees from sexual harassment regardless of the harasser's gender, or whether the harasser is a supervisor, subordinate, co-worker, client, consultant, or vendor.

Any manager or supervisor who receives a complaint of sexual harassment or becomes aware of sexually harassing conduct **must** immediately report this information to the Office of Diversity, Equity, and Inclusion (ODEI). Supervisors and managers are not permitted to engage in any independent investigation of the complaint no matter the intent. Failure to comply with these requirements may result in disciplinary action against the manager or supervisor.

If you believe you or others have been subject to sexual harassment, please immediately report it to ODEI by e-mailing odei@nycha.nyc.gov, calling (212) 306-4468, or visiting the office at 90 Church Street, 6th floor, New York NY 10007. ODEI's EEO and Fair Housing Investigations Unit will be able to provide further assistance to advise on next steps. All communications with ODEI investigators will be kept confidential.

Retaliation against persons who participate in any investigation, or file a complaint, or otherwise engage in any protected activity is strictly prohibited and not tolerated. This includes protection for employees who volunteer information about or otherwise express opposition to sexual harassing behavior. Anyone found to have retaliated against another may be subject to discipline after the investigation is conducted.

For more information on ODEI and its investigations unit, please visit NYCHA Connect or <https://www.nyc.gov/site/nycha/about/policies-procedures.page> or <https://www.nyc.gov/site/nycha/about/contact.page>.