



## 2019 Secretarial Anti-Harassment Policy Statement

We recognize that to achieve our Departmental mission to help the American economy grow, and deliver our varied and critical services with excellence, we must operate in a climate of mutual respect and in an environment that enables all employees to perform to their best potential. Therefore, it is Commerce policy to strictly prohibit harassment, as well as inappropriate or unwelcomed behavior that, if left unchecked, could become severe or pervasive as to constitute harassment.

Prohibited workplace harassment, which includes bullying, offensive comments/conduct, or discrimination, based on race, color, religion, sex (including sexual harassment and pregnancy discrimination), sexual orientation, gender identity, national origin, age (40 years of age and over), genetic information, or disability (physical or mental) will not be tolerated. In addition, harassing conduct, where unwelcome verbal or physical conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment, will not be permitted. Retaliation against those who report prohibited harassment, misconduct, serve as a witness or participate in the Equal Employment Opportunity (EEO) process, or otherwise oppose discrimination and harassment is also strictly prohibited.

Every Commerce employee has a responsibility to foster a harassment-free workplace.

Employees who observe or believe they are the subject of workplace harassment are strongly encouraged to report such incidents as soon as possible through various channels, including, but not limited to, their immediate, second-level, or any other supervisor within or outside their chain of command, their bureau-level servicing human resources office, or the EEO Office that services their bureau.

Management officials can obtain guidance on addressing claims of workplace harassment by contacting their bureau-level servicing human resources office, and in the Department Administrative Order 202-955 go to: [http://www.osec.doc.gov/opog/dmp/daos/dao202\\_955.html](http://www.osec.doc.gov/opog/dmp/daos/dao202_955.html)

For a listing of EEO Offices see:

[http://www.osec.doc.gov/ocr/CivilRights/EEO/EEO\\_Officers.html](http://www.osec.doc.gov/ocr/CivilRights/EEO/EEO_Officers.html)

I assure you of my personal commitment to a harassment-free workplace. Where allegations of prohibited harassment or harassing conduct are substantiated, prompt and appropriate action will be taken.

A handwritten signature in black ink, reading "Wilbur Ross", is positioned above the printed name.

WILBUR ROSS  
Secretary