

Anti-Harassment

GM Company Policy – Section 102.4

GM maintains a written and widely distributed policy on Equal Opportunity Employment, including the prohibition of harassment. Harassment, based on age, race, color, sex, religion, national origin, disability, sexual orientation or gender identity/expression, is a violation of this policy.

All employees are expected to deal fairly and honestly with one another to ensure a work environment free of intimidation and harassment. Abuse of the dignity of anyone through ethnic, racist, religious or sexist slurs or other derogatory or objectionable conduct is offensive and unacceptable behavior. This policy also prohibits unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

All employees are entitled to a work environment in which words and actions do not have even the appearance of disrespect. Demeaning, disrespectful, or insensitive jokes, cartoons, pictures, language (particularly if they relate to race, sex, age, ethnicity, religion, national origin, disability, sexual orientation or gender identity/expression) are inappropriate for the GM work environment. Likewise, lewd, vulgar or profane gestures, and unwanted touching may be offensive and may result in an uncomfortable or hostile work environment. These types of conduct will not be tolerated in the workplace. GM's facilities must be free of hostility resulting from sexually oriented and other prohibited behaviors. It is the responsibility of management and each employee to maintain an environment free of disrespect and hostility.

As in the case of other unfair employment practices, if you believe you have been subjected to harassment or conduct that violates this policy, you may bring your concerns to the attention of your immediate supervisor, personnel director, equal employment opportunity (EEO) or PHR Professional, or you may utilize appropriate and existing internal complaint procedures. If you are a union represented employee and would rather address your concerns with a union representative, that action is appropriate and understandable. However, such action will not necessarily result in notification to GM management of your concern or appropriate corrective action.