



Sexual Harassment Policy

In alignment with the Ethical Policy and Protecting from Abuse Policy, FPMT Regional Office North America Inc. (“FPMT-RONA”) further affirms that we will not tolerate sexual harassment.

Sexual harassment on the job is any unwelcome sexually oriented behavior, demand, comment or physical contact initiated by any individual at the workplace, that is a term or condition of employment, a basis for employment decisions, or that interferes with the employee or volunteer’s work or creates a hostile or offensive working environment. Common forms of harassment include offensive or abusive physical contact, joking, lewd language, suggesting sexual favors, displaying sexually suggestive objects, pictures, magazines, calendars, etc.

Reports of sexual harassment will be taken seriously and addressed promptly in accordance with the Protecting from Abuse Policy and/or Complaint and Grievance Procedure. To the extent possible, FPMT-RONA will keep the information confidential, consistent with its obligation to investigate promptly and thoroughly.